

Gender Pay Gap Report & Statutory Declaration

4 April 2025

At Tribal, we are committed to fostering an inclusive and diverse workplace where everyone has equal opportunities to thrive. As part of this commitment, we are pleased to share our Gender Pay Gap Report, in line with the UK government's reporting requirements for organisations with 250 or more employees.

Our report provides a transparent overview of our gender pay gap data, and while we recognise there is still progress to be made, we remain dedicated to building a work environment that supports career growth, equity and fairness for all.

This year, our report for Tribal Education Ltd excludes 123 employees who have been transferred to another payroll, as part of a business restructure. These individuals are now employed under a separate legal entity, Empowering Education International Ltd. As this entity has fewer than 250 employees, it is not required to report its gender pay gap. However, in order to provide a like-for-like comparison and in the interests of transparency, we have published the data both with and without this group below.

Key Takeaways from our Gender Pay Gap Data

Our latest gender pay gap data reflects solid progress:

- **On a like-for-like basis, the median pay gap has improved by 3.2%, reducing to 11.5%. This reflects positive movement in our Gender Pay Gap for 3 consecutive years.** The median pay gap on a like-for-like basis was 14.7% in 2024 and 19.6% in 2023.
- **This now places Tribal Education Ltd ahead of the Technology GPG average of 16%, as reported by Women in Tech.**
- **The mean pay gap has increased slightly compared to 2024** (an increase of 1.8% for Tribal Education and 2.5% with Etio included).
- **The mean bonus gap has decreased by 34.4% on a like-for-like basis.** Encouragingly, the median bonus gap has also improved, reducing by 23.9% for Tribal Education and by 25.1% when factoring in Etio.

Our Commitment to Closing the Gender Pay Gap

Like many UK companies, our gender pay gap is largely driven by having fewer females in higher-paid positions, however, we remain dedicated to increasing our net hiring rate of female talent at all levels of the organisation to help address this. While female representation has slightly declined within Tribal Education, we are seeing positive improvements on a like-for-like basis, with overall representation increasing in the middle two quartiles (Quartile 2 rising from 34.2% to 35.6% and Quartile 3 from 34.4% to 39.7%).

We are steadfast in our commitment to pay equity and continue to take proactive measures to ensure fairness. Each year, we conduct regular pay equity audits using specialist technology to identify and address any unexplainable differences in pay. Whilst disparities have become increasingly less common due to continuous improvements in our compensation practices, these checks ensure we stay accountable and maintain our commitment to equitable pay.

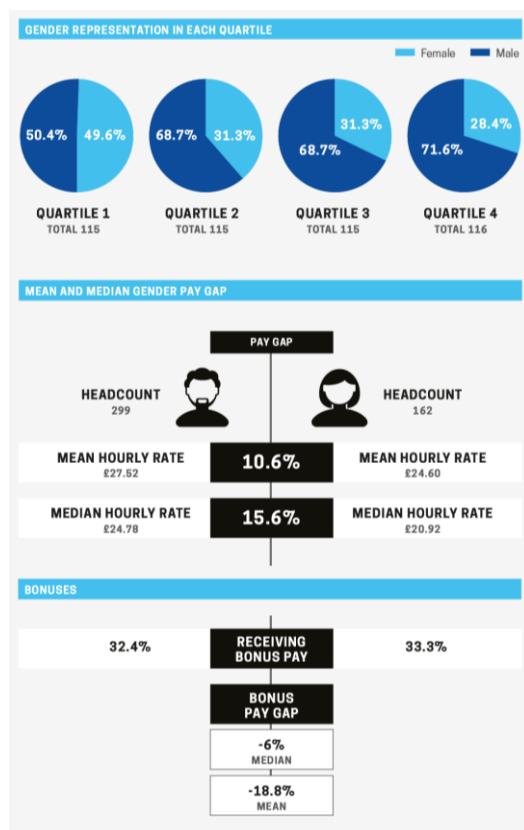
Statutory Declaration

We confirm that the data presented in the infographics below are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

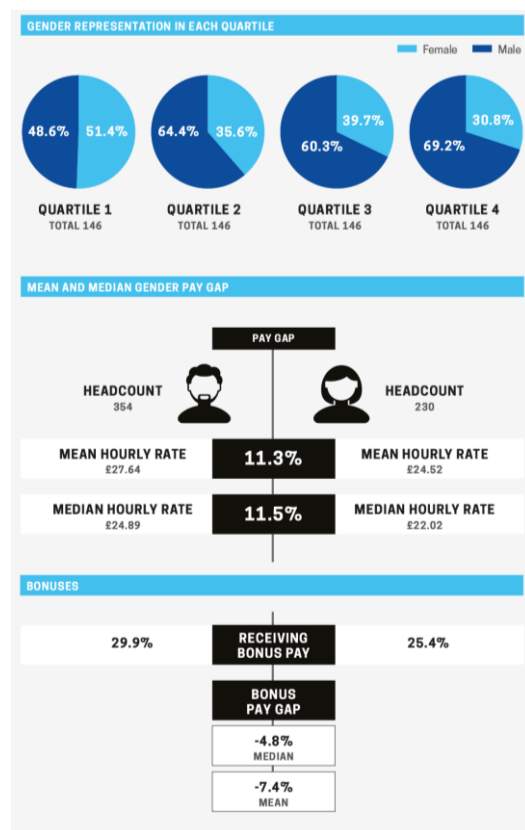
Chloe Payne
People & Transformation Director

Mark Pickett
CEO

Tribal Education Ltd Only



Like-for-Like Data Snapshot including Tribal Education Ltd & Empowering Education Ltd



- Notes: All data reported up to 5 April 2024. Bonus data is volatile due to the phasing of payments due to scheme structure, therefore mean is the most reliable constant comparison.
- Our Gender Pay Gap analysis adheres to UK legislation, which measures the difference between the average pay of men and women (excluding overtime) across an organisation, irrespective of the type of work they do. This is not the same as an equal pay comparison, which directly compares individuals performing the same role, or different work of equal or comparable value.