



Gender Pay Gap Report – 2024

Company: Viking Office UK Ltd

Reporting Period: Snapshot date 5 April 2024

Number of employees: 376

Our Gender Pay Gap

At Viking Office UK Ltd, we are committed to creating a diverse and inclusive workplace. This report outlines our gender pay gap and the steps we are taking to close it.

As of the snapshot date:

Metric	2024
Mean gender pay gap	22.16%
Median gender pay gap	19.73%
Mean bonus pay gap	33.0%
Median bonus pay gap	13.0%
Proportion of males receiving a bonus	0.05%
Proportion of females receiving a bonus	0.07%

Pay Quartiles

Quartile	Male	Female
Upper	79%	21%
Upper Middle	53%	47%
Lower Middle	46%	54%
Lower	68%	32%

Understanding the Gap

The gender pay gap at Viking Office UK Ltd is largely driven by the underrepresentation of women in senior leadership and technical roles, particularly in the upper pay quartile where women represent only 30% of our Senior Manager and Director level population. While we have a more balanced gender representation in our entry-level and operational roles, this is not yet reflected at senior levels.

Our bonus pay gap is higher as a result of a smaller number of employees achieving bonus in April 2024, therefore one or two male outliers with much higher bonus figures as a result of seniority have skewed the data despite almost equal numbers of men and women receiving bonus.

A substantial proportion of our UK headcount at Viking includes roles in the Information Technology and Digital Solutions space, with a higher number of male employees (63%) than females in this sector which also drives the pay differential.

This is not a reflection of unequal pay for equal work. We regularly benchmark roles and conduct internal audits to ensure that men and women are paid equally for doing the same or equivalent jobs.

Actions We're Taking

1. Inclusive Talent Development

- Introduced a leadership development programme actively encouraging participation from female leaders and aspiring leaders across the group
- Providing mentoring and coaching opportunities to support career progression for women.

2. Recruitment & Progression

- Implementing diverse shortlists for senior and technical roles.
- Reviewing our internal promotion processes to identify and remove any potential bias.

3. Flexible Working and Support

- We continue to review our flexible and hybrid working policies to support better work-life balance.

Our Commitment

As an organisation with a female CEO who actively supports efforts in equal treatment for women through her organisation – The RAJA Foundation, we recognise that addressing our gender pay gap will take sustained effort and cultural change. We are committed to creating a workplace where all employees have equal opportunity to thrive, regardless of gender.

We will continue to be transparent in our reporting and will publish progress updates annually.

Signed:

Samantha Stafford
Senior HR Manager UK & Ireland
Viking Office UK Ltd
April 2025