

UK Gender Pay Gap Report

2024



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I confirm the gender pay gap data contained in this report is accurate.



Randeep Kamboj
Director
Intergraph (UK) Limited
Dated: 11th March 2025

The gender pay gap legislation

All employers in the UK with 250 or more employees are required to annually report on the gender pay gap of their UK employees.

The data in this report is based on the **261** UK employees in the Intergraph (UK) Limited entity as of 5 April 2024.

The information that must be reported is:

- Mean and median gender pay gap
- Mean and median bonus gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

The difference between the gender pay gap and equal pay

It is important to note that the gender pay gap is not about equal pay for men and women doing the same job.

The gender pay gap measures the difference in average earnings between men and women within an organization across roles and levels, expressed as a percentage of men's earnings.

Equal pay, as mandated by the Equality Act 2010, ensures that men and women performing the same or equivalent work receive the same pay.

Our commitment to diversity

At Hexagon (which Intergraph (UK) Limited is part of), we are committed to being a diverse workplace that mirrors the international nature of our business, with employees, customers and suppliers working across the world in more than 50 countries.

We celebrate the differences of our employees and strive to build a working environment where different values and perspectives are actively harnessed to create the best solutions for an equally diverse customer base. In promoting equity and inclusion, we also increase our access to a greater range of talent.

Our commitments

- Creating an inclusive culture with a diverse workforce where everyone has equal opportunities to grow
- Ensuring a healthy and safe workplace environment for all employees
- Maintaining zero tolerance for discriminatory behaviour anywhere within the organisation
- Supporting activities that attract and recruit the best and most professional talent

Conclusion

2024 is the first year that Intergraph (UK) Limited has reported on the Gender Pay Gap. The UK entity is part of a global organisation in which we are continuously striving to have equal pay for equal work.

Our data

Mean and median gender pay gap

The gender pay gap is an equality measure that compares the earnings of men and women across all roles. The mean data highlights the average earnings difference between men and women, while the median data shows the difference between the midpoints of the hourly earnings ranges for men and women.

Mean	Median
27.95%	30.81%

Mean and median gender bonus gap

The mean gender bonus gap is the difference in average bonus pay that male and female employees receive. The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

Mean	Median
59.26%	37.50%

Proportion of males and females receiving a bonus payment

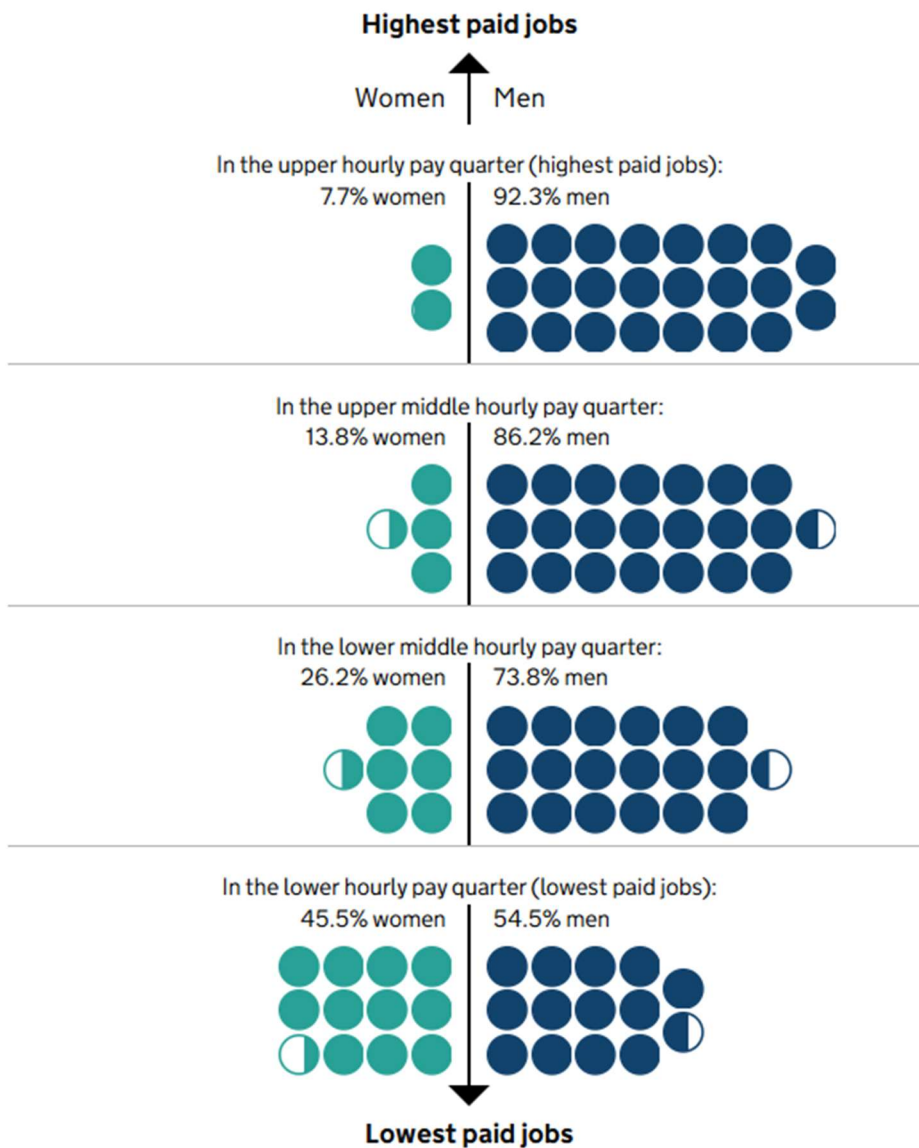
This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2024.

Men	Women
42.50%	37.10%

Proportion of males and females in each pay quartile

This is the percentage of men and women in the quartile pay bands

Quartile	Men	Women
Lower	54.55%	45.45%
Lower Middle	73.85%	26.15%
Upper Middle	86.15%	13.85%
Upper	92.31%	7.69%



Each ● represents 1% of the employees in this organisation