



Certified



Corporation



Gender Pay Gap Report

2026

Our Focus

As a social impact organisation, Sparta Global is committed to democratising digital access. While our broader mission centres on championing diversity in all its forms—particularly the intersectionality of diverse backgrounds—we continue to place a significant emphasis on increasing female representation in technology.

Reporting on our gender pay gap remains a critical part of this commitment. It ensures transparency, holds us accountable to the highest standards, and keeps us focused on our ultimate goal: achieving 0% gender pay disparity.

Since inception, Equality, Diversity and Inclusion (ED&I) have been central to the vision of our co-founder and CEO, David Rai, and our COO, Purnima Sen. We have consistently worked to build an environment where diversity and inclusion are embedded in our culture, supported by our core values: Collaboration, Diversity, Drive, Empathy, Innovation and Flexibility. Over the past year, we have strengthened our focus on Social Value and Social Impact, embedding these principles into our hiring and training practices to remove barriers to entry and widen access to careers in tech. The launch of our AI and Data Institute further equips our talent with future-ready skills, ensuring long-term career success and positioning them as a highly sought-after workforce.

This commitment has been recognised through the King's Award for Enterprise in the “Providing Opportunity” category—an honour awarded to only a small number of organisations across the UK. We fully support the UK government's focus on addressing the gender pay gap and welcome the increased transparency it brings. Our ED&I strategy continues to drive year-on-year growth in female representation across our UK workforce, including leadership, technical and non-technical roles. As we expand internationally into Poland and India, we remain equally committed to embedding gender equality into our global hiring practices.

A key initiative this year has been the expansion of our Atena programme, designed to increase female participation in tech through targeted positive action. Delivered by women, for women, the programme creates a supportive learning environment that fosters confidence, encourages participation, and builds capability. This approach has resulted in a 40% increase in female participation, alongside improved retention and completion rates.

As our COO describes:

“It means establishing leadership that harnesses the power of diverse thinking. At Sparta Global, we focus on empowering women - particularly those from underrepresented and lower socio-economic backgrounds - while recognising the intersectionality of their experiences. By supporting individuals from a wide range of backgrounds, we enable them to grow, succeed and thrive in the technology sector.”



Our Approach

We treat Social Value and ED&I with the same rigour as any core business priority. This means analysing data, identifying gaps, implementing targeted actions, and continuously measuring progress—all guided by our values.

Transparency and accountability are fundamental to this process. Our diversity metrics, including gender pay gap data, play a vital role in driving fairness and equity across the organisation.

While often used interchangeably, diversity and inclusion are distinct. Diversity is about access; inclusion is about belonging. At Sparta Global, we recognise that attracting diverse talent is only the first step. We are equally committed to creating an environment where individuals feel valued, supported and able to thrive.

As our Co-Founder and CEO, David Rai, states:



Building a culture centred on social impact requires sustained leadership, clear goals and meaningful action. Our commitment is to create an equal tech world—one that delivers genuine social impact and opens opportunities for all.”
Equality underpins everything we do. We treat all employees fairly, regardless of gender, ethnicity, background or experience, and provide equal access to development, progression and leadership opportunities. We believe in positive action, not positive discrimination.

Our workforce reflects this commitment:

- Over 46 nationalities represented
- 35% of senior roles held by women
- 69% of consultants are first-generation university graduates
- 52% of employees are from BAME backgrounds
- One-seventh of our Board is female

Our Initiatives

Alongside the Atena programme, we have introduced several initiatives over the past year to further strengthen gender equality across the organisation.

Our ongoing analysis gives us confidence that our actions are driving progress. However, we recognise that sustained effort is required - particularly to improve representation across all pay quartiles.

By continuing to attract, retain and develop female talent, we expect to see a gradual narrowing of the gender pay gap. Achieving better balance at every level of the organisation is key to accelerating this progress.

We understand that meaningful change takes time. Our long-term focus remains on:

- **Expanding diverse talent pipelines**
- **Fostering an inclusive and supportive culture**
- **Empowering and retaining our people**
- **Supporting clients through the delivery of diverse talent**

To ensure our strategy resonates across the business, we have worked closely with teams to understand their challenges and define clear, actionable priorities. This has enabled a more holistic and sustainable approach to ED&I - one that considers multiple dimensions of diversity rather than addressing each in isolation.



Our Goal

To achieve full gender parity globally as we continue our international growth.

Updated YTD April 2025 Pay Gap Statistics:

- Mean gender pay gap (hourly pay): 4.9%
- Median gender pay gap (hourly pay): 0%

Pay Quartile Distribution:

- Upper quartile: 65% men | 35% women
- Upper middle quartile: 69% men | 31% women
- Lower middle quartile: 64% men | 36% women
- Lower quartile: 73% men | 27% women

Bonus Pay Distribution

A higher proportion of female employees received bonus pay during this reporting period (10% of women compared to 6% of men).

We operate a high-performance, commission-based model where rewards are directly linked to individual sales outcomes. All employees, regardless of gender, benefit from equal target opportunities and identical commission structures.

Sparta Global is confident in the fairness of its pay, bonus and commission frameworks. We remain committed to increasing female participation in technology and supporting long-term career progression, ensuring our workforce thrives in an increasingly AI-driven and digital economy.



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