

Gender Pay Gap Policy

1. Policy Statement

SeenEm® is committed to equality, fairness and transparency in pay and employment practices. We recognise the importance of eliminating gender-based pay disparities and are committed to complying fully with the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**.

At present, SeenEm® does **not employ any individuals** and therefore is **not required to calculate or publish gender pay gap data**. No gender pay gap reporting currently exists for SeenEm®.

2. Current Position

As SeenEm® does not currently have employees:



There is **no workforce pay data**



There is **no reportable gender pay gap**



There is **no statutory reporting obligation at this time**

This position will be reviewed immediately upon SeenEm® employing staff.

3. Legal Framework

This policy is aligned with:



Equality Act 2010



Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Employment Rights Act 1996

4. Future Commitment

Once SeenEm® employs staff and meets the statutory threshold for reporting, we will:

-  Collect and analyse pay data accurately
-  Publish gender pay gap information in line with statutory deadlines
-  Report transparently using the prescribed methodology
-  Publish results on our website and the UK Government gender pay gap reporting portal where required

5. Principles of Fair Pay

SeenEm® is committed to:

-  Equal pay for equal work
-  Fair, objective and transparent pay structures
-  Non-discriminatory recruitment, promotion and reward processes
-  Decisions based on merit, experience and business need

6. Monitoring and Review

Once reporting obligations apply, SeenEm® will:

-  Review pay practices regularly
-  Investigate and address any identified pay disparities
-  Take proportionate action to support equality and inclusion

7. Communication

SeenEm® will communicate gender pay gap information clearly and transparently once reporting obligations apply.

Until such time, this policy serves as a **statement of intent and compliance readiness**.

8. Review and Approval

This policy will be reviewed:



Annually, and



Immediately upon SeenEm® employing staff

Approved by: The Board of SeenEm®

Status: Policy in place – reporting not currently applicable

Review frequency: Annual or upon employment of staff

Approved by: The Board of SeenEm®

Review frequency: Annual

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