

ENABLING PEOPLE INTO GOOD WORK.

GENDER PAY GAP REPORT 2021

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BACKGROUND

At Staffline we want to ensure everyone is rewarded fairly for their work and enjoys the same access to all opportunities.

Ensuring we encourage career progression for all colleagues in our business, regardless of gender, has always been, and remains at the heart of our leadership team's agenda. All our employees are important to us and we remain committed to attracting and retaining the very best talent to the business and ensuring that gender is never a factor in decisions.

Being a truly diverse and inclusive company is not only the right thing to do, it is crucial to helping us grow, attract talent and engage with our customers. We believe that having an inclusive workforce, which represents society, is crucial to our long-term success.

WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference between men and women's average earnings per hour and is expressed as a percentage of men's pay. **Our mean Gender Pay Gap is 10%.**

This is not the same as an "equal pay gap" which measures the pay for males and females doing the same work.

At Staffline we are confident that men and women are paid equally for doing equivalent jobs across our business. The causes of a gender pay gap can be a complex and shifting mix of factors including work, society and family, but by monitoring the pay gap between men and women we can better understand the gap and so target action to reduce it.

OUR FINDINGS

On 5th April 2021, in total Staffline Recruitment employed c720 monthly paid permanent employees and c31,000 weekly paid temporary contractors. Overall, our mean Gender Pay Gap is 10%. Last year we reported a gap of 6.3%.

These results are affected by nearly 98% of employees being temporary workers. On their own, the temporary workers mean Gender Pay Gap is also 10% and none receive any bonus. This has also increased from 6.8% last year. All are paid the same hourly rate for the same work, irrespective of gender. However, the gap is explained by those workers involved in the higher paid Driving sector being predominantly male.

In the opinion of the Directors, it is more meaningful to report data for the permanent employees only. For this group of employees, **the mean Gender Pay Gap is 20.5%**, which is slightly less than the 18% reported last year and better than the previous two years.

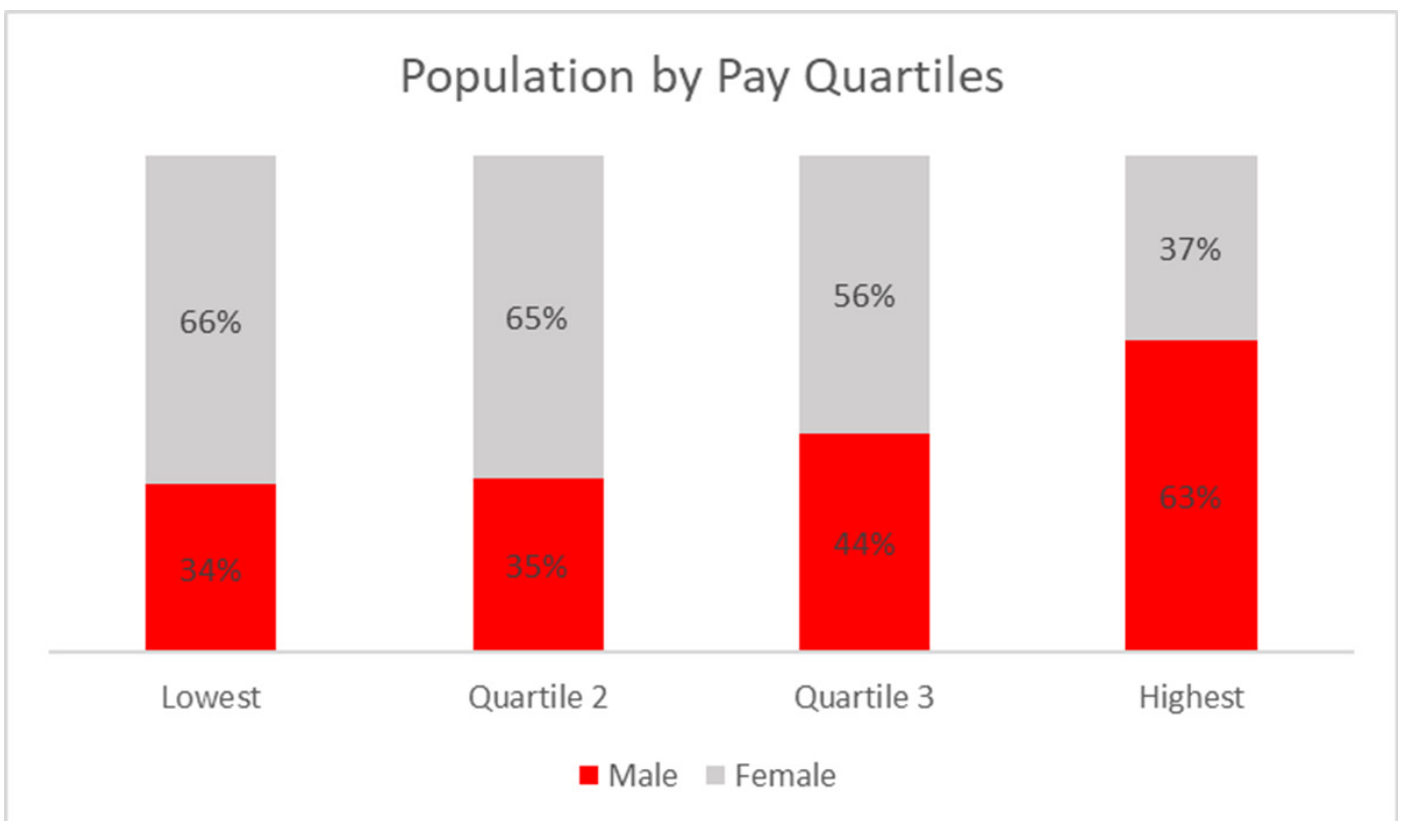
POPULATION BY PAY QUARTILES - GENDER DISTRIBUTION, PERMANENT EMPLOYEES ONLY

These quartiles represent the pay rates from the lowest to the highest for our employees split into four equal sized groups, with percentage of men and women in each quartile. **In total, 56% of our permanent employees are female.**

RATE OF PAY PER HOUR - PERMANENT EMPLOYEES ONLY

We recognise that our Gender Pay Gap, in line with many other UK companies, is largely attributable to the fact that more male colleagues are working in our senior roles.

This is shown in the chart below which ranks all our colleagues pay from lowest to highest and then divides it into four equal groups with the first group being the lowest paid. This analysis shows that as pay increases the proportion of male colleagues also increases.



BONUS PAY - PERMANENT EMPLOYEES ONLY

Every colleague has a part to play in contributing to Staffline's success and we believe it is important that everyone is rewarded fairly for the performance of our business.

Overall the % of males and females that received a bonus was 82% and 84% respectively, and our mean gender bonus pay gap is 52%, which reflects the fact that there are currently a higher proportion of male colleagues in senior roles in Staffline. Last year the gap was 65%.

BRIDGING THE GAP

This information in our report supports us in proactively managing our female talent pipeline. Staffline has always been a place for people to get on in their career, regardless of their gender, background or education.

Career advancement is open to all colleagues. However, there is still more we can do to help reduce the gender pay gap across our business.

During the past couple of years, we launched several development programmes across the organisation, which have attracted some of our female managers to take part. In particular, we have created a Career Development Framework for all employees across the organisation which will give all our people the opportunity to develop their career as well as launching an Executive Coaching Programme for all of our senior leaders.

Our female leaders were invited to take part in a Remarkable Women Leadership programme in early 2021 which is for women across a range of businesses at different stages in their career. Following positive feedback, in November 2021 we extended the participation in this programme to a further 22 across all levels in the business to provide more of our women a development and networking opportunity. In addition, we recently launched our new “talent track”, providing the opportunity to regularly review all talent that we have in the organisation including the creation of personalised development plans to enable career progression. We are confident that these initiatives will continue to support the career development of our female workforce.

In March 2021 we celebrated International Women’s Day with a virtual conference that was accessible to all our female employees, with external speakers and interviews with our female leaders. This year’s theme is #BreakTheBias and we plan to celebrate our women’s achievements in the workplace.

BRIDGING THE GAP (CONT.)

Last year we launched our Diversity and Inclusion Charter, with commitments that will move Staffline to become a more equitable organisation.

The first of these, specifically focussed on gender as below:

Our Aim: 'To achieve a 50:50 gender balance in all Levels of our business by 2025' through our 3 core commitments:

- 1. To ensure that any job shortlist for a Staffline vacancy has a fair gender balance, is diverse and, where possible, assessed by at least one female and one male manager.**
- 2. To continue to address our attraction strategies and build the learning and development tools specific to our remarkable Staffline women to support their progress.**
- 3. To continue the educational journey of gender diversity for EVERYONE in our business**

The proportion of females in our senior leadership team has reduced from 38% to 25% over the year since the last report. The new females in the leadership team are primarily because of promotions but there has also been attrition. We remain committed to attracting the best talent, irrespective of gender, race, faith, background, disability or sexuality and are pleased to have appointed two new female directors in the last year.

Staffline has been hugely disrupted by the pandemic, regulation changes and Brexit. We had an ambitious People Strategy taking us through to 2022 and in 2019 we focussed on getting the basics in place and creating a solid foundation for the future. When Covid hit us early in 2020 we veered off course temporarily whilst we focused on what we had to do but were firmly back on track by the 2nd half of the year. Improving our record in gender diversity will help us achieve our ambitions of being externally recognised as an employer of choice in the recruitment industry this year.

