

GENDER PAY GAP REPORT

— 2025 —



Pertemps
Scotland



www.pertemps.co.uk

WHO ARE WE?



Pertemps
Scotland

For 60 years, the name of Pertemps has been synonymous with permanent and temporary recruitment. Starting off life as an independent family run business in 1961, Pertemps has grown to become one of the largest providers of staffing solutions in the UK. We provide our services across all industry sectors as well as specialising in niche recruitment solutions.

We believe everyone should be given equal opportunities regardless of gender. Pertemps are proud to offer fair, unbiased pay to all our employees and are committed to fairness, equality and inclusion in the workplace.

We aim to attract and retain the best talent, enhance employee satisfaction and reward high achievers. To support this, we make sure our pay is gender neutral. Pay is based on an employee's job role and performance. No other influences, such as gender, are relevant.

We actively work to encourage diversity in business at every opportunity. We've been included in the UK's Top 100 Best Companies To Work For list for the past 18 years, with a three-star "outstanding" accreditation for employee engagement. Our board is split 40% male and

60% female and our chairwoman is an advocate and spokesperson for gender equality.

It is important to understand the difference between equal pay and the gender pay gap. Equal pay issues occur when men and women are paid differently despite having the same responsibilities.

The gender pay gap is a more complex issue that compares the average earnings of men and women in the same organisation, shown in a percentage format. By monitoring the gender pay gap, organisations can act to reduce it.

We are proud of the diverse nature of our workforce and of our employees who inspire and motivate one another every day.

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Although Pertemps Scotland Ltd have relatively small permanent teams in our offices located within Scotland, due to the size of our temporary workforce we are obliged to report the Gender Pay Gap and have used the calculation requirements set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This means that our figures are representative of both our permanent staff and contingent workforce who work on temporary and contract assignments for end user clients across a wide variety of industry sectors and job roles. As an employment business we adhere to relevant legislation including the Agency Workers Regulations 2010.



As at 5th April 2024, Pertemps Scotland Ltd had a mean pay gap of 1.1% and a median pay gap of -3.6%. Our pay quartiles show that there are a very similar number of males and females within each quartile, with the exception of more females at each level within the permanent team. The figures are also somewhat distorted as they are based on both permanent and contingent numbers.

The bonus figures show 1.7% of men received a bonus and 5.1% of females received a bonus

however when reviewing the bonuses of permanent staff, 72.7% of males received a bonus and 92.9% with both the mean and median bonus being more for females. The difference in the mean bonus is -68.2%. Bonuses are purely reflected on performance within the business.



GENDER PAY GAP MONITORING AND REVIEW

Pertemps Scotland continue to work on various initiatives to encourage females into particular sectors which are traditionally underrepresented for example supporting female drivers to join the haulage industry through Pertemps Driver Training. Another example is where we attend local school career days we are able to highlight the careers available in the STEM sectors such as technicians and engineers.

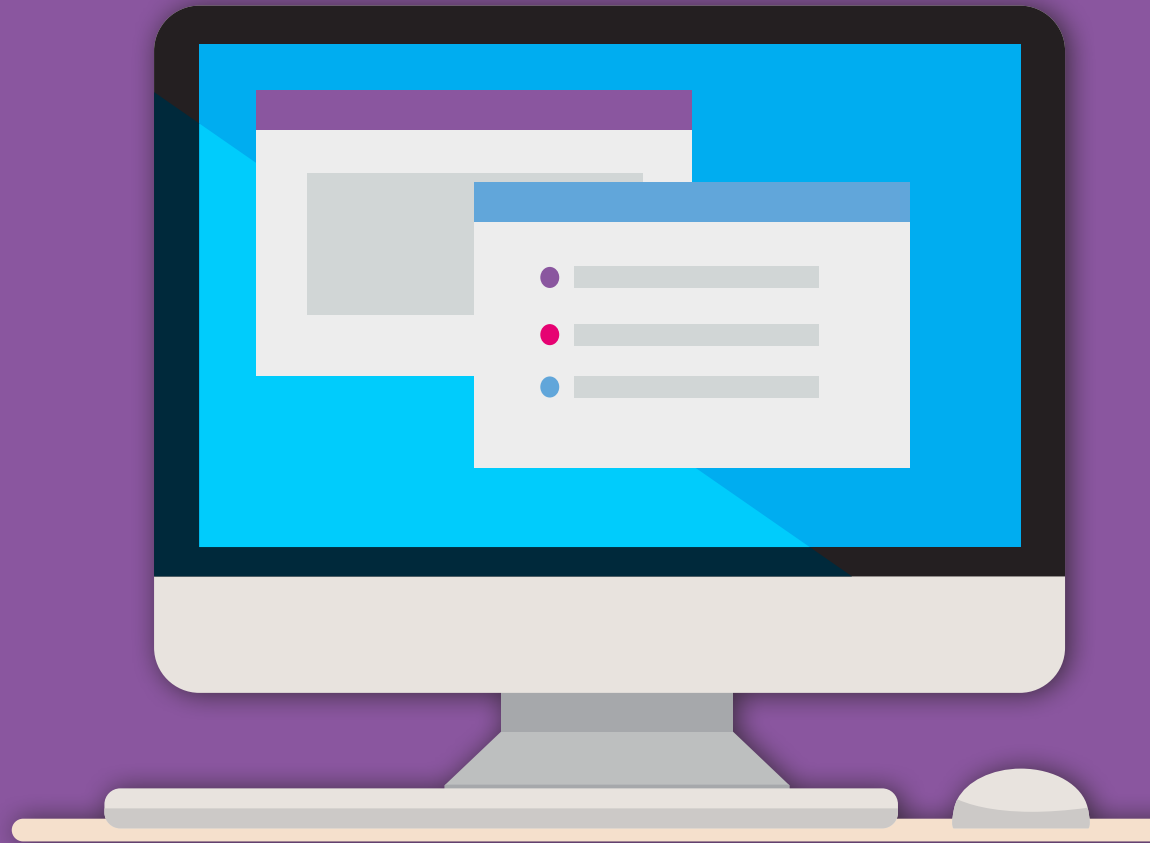
Pertemps Scotland encourage career progression and upskilling and are very proud of their promotions from within. Pertemps Scotland will continue to promote employees into more senior roles by training, mentoring and development, regardless of whether they are male or female.

Whilst we will continue to monitor our Gender Pay Gap, Pertemps Scotland will maintain their current approach of making every effort to recruit a diverse and inclusive workforce and remain fully committed to creating and maintaining a level playing field of opportunity for all.

As Group HR Director, I can confirm the information contained herein is accurate.

Tracy Evans

2025



DIFFERENCE IN HOURLY RATE

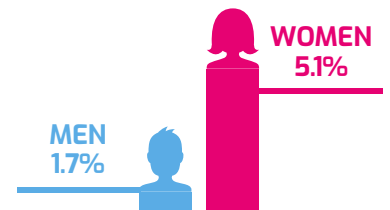


WOMEN'S MEAN
HOURLY RATE IS
1.1% **LOWER**
THAN MEN'S



WOMEN'S MEDIAN
HOURLY RATE IS
3.6% **HIGHER**
THAN MEN'S

WHO RECEIVED BONUS PAY



DIFFERENCE IN BONUS PAY



WOMEN'S MEAN
BONUS PAY IS 311.7%
HIGHER THAN MEN'S



WOMEN'S MEDIAN
BONUS PAY IS 11.9%
HIGHER THAN MEN'S

PROPORTION OF WOMEN IN EACH PAY QUARTILE

