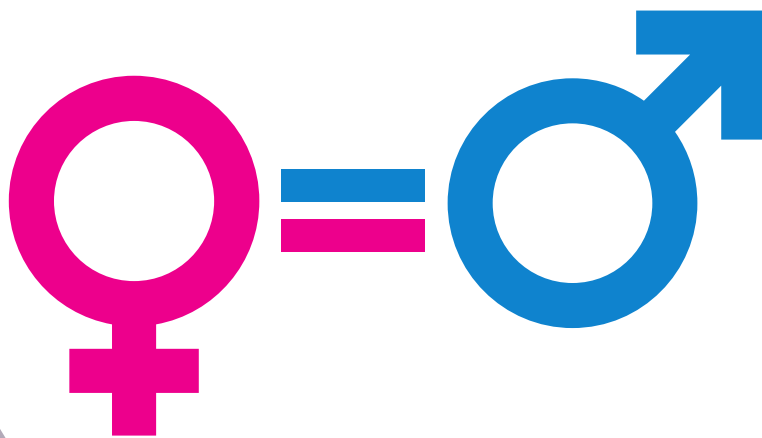


OPPORTUNITY IS AROUND THE CORNER

GENDER

Pay Gap Report

2021



www.pertemps.co.uk

**Pertemps
Scotland**
the face of recruitment





WHO ARE WE?



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 experience. 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 **Sunday Times Top 100 Best Companies To Work For** report for the past fifteen years which continually ranks Pertemps as a high scorer for equality in the boardroom.

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 our diverse workforce and of our employees who inspire and motivate one another every day.

Our board is split  **50%** male  **50%** female

and our **chairwoman** is an advocate and spokesperson for gender and race equality.



2020 GENDER PAY GAP REPORT

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 assignment for our clients. As an employment business we adhere to relevant legislation including the Agency Workers Regulations 2010.

As at 5th April 2020, Pertemps Scotland Ltd had a mean pay gap of **-9.8%** and a median pay gap of **0%**. Our pay quartiles show that there are more males than females at most levels. This is attributable to the type of industry sectors into which we supply our contingent workforce. The figures are also somewhat distorted as they are based on both permanent and contingent numbers.

The bonus figures show **1.2%** of men received a bonus and **6%** of females received a bonus however when reviewing the bonuses of permanent staff, **66.7%** of males received a bonus and **57.5%** of females received a bonus. More females overall received a bonus than males with the mean bonus figure being considerably more for females. The difference in the mean bonus is **-112.7%** and the median **-93.6%**. Bonuses are purely reflected on performance within the business.



GENDER PAY GAP MONITORING AND REVIEW

Pertemps 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.

Pertemps are very proud of their promotions from within and 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 will maintain their current approach of making every effort to recruit a diverse and inclusive workforce and remain fully committed to equality for all.

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

TRACY EVANS



2021

DIFFERENCE IN HOURLY RATE

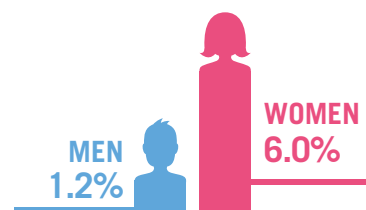


**WOMEN'S MEAN
HOURLY RATE IS
9.8% HIGHER
THAN MEN'S**



**WOMEN'S MEDIAN
HOURLY RATE IS
0.0% LOWER
THAN MEN'S**

WHO RECEIVED BONUS PAY



DIFFERENCE IN BONUS PAY



**WOMEN'S MEAN BONUS
PAY IS 112.7% HIGHER
THAN MEN'S**



**WOMEN'S MEDIAN
BONUS PAY IS 93.6%
HIGHER THAN MEN'S**

PROPORTION OF WOMEN IN EACH PAY QUARTILE

