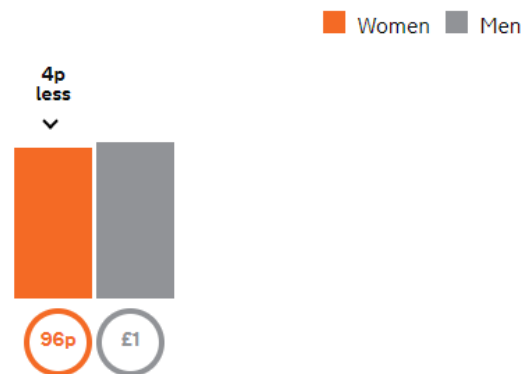


Extrastaff Limited Gender Pay Gap Report at 5th April 2023

Our organisation consists of both our permanent staff and our temporary workers supplied to our clients, to perform driving and warehouse work. Driving work is in general higher paid and historically tends to attract more higher proportion of male workers than warehouse work.

Hourly wages pay gap

In our organisation, **women earn 96p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **4.1% lower** than men's.

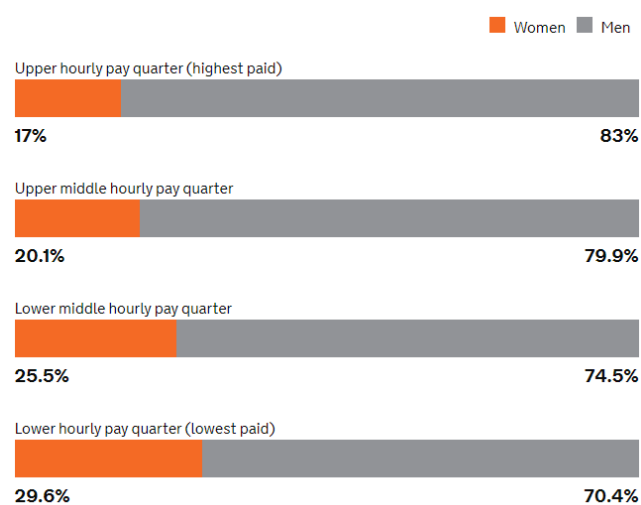


When comparing mean hourly wages, women's mean hourly wage is **1.2% lower** than men's. The reason for the small disparity is that workers supplied to driving jobs are generally paid a higher hourly rate than warehouse jobs, and a greater proportion of our drivers are male. There is no disparity between men and women performing the same roles.

Proportion of women in each pay quarter

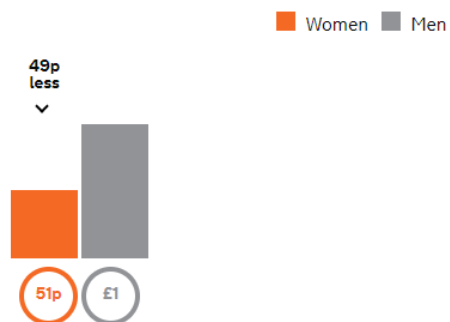
In this organisation, women occupy **17%** of the highest paid jobs and **29.6%** of the lowest paid jobs.

This disparity is again driven by the gender mix within the different roles.



Bonus pay gap

In this organisation, **women earn 51p** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **49% lower** than men's.



When comparing mean bonus pay, women's mean bonus pay is **30.6% lower** than men's. This is due to a higher proportion of men within the more senior management roles in the organisation. Commission and bonus schemes are identical for the same roles for women and men in our organisation.

1.3% of women compared to **0.2%** of men received a bonus. This broadly reflects the proportions of permanent staff to temporary workers of each gender.

This report was prepared on data in the period to, and pay period including the 5 April 2023.

Ian Thompson

Finance Director