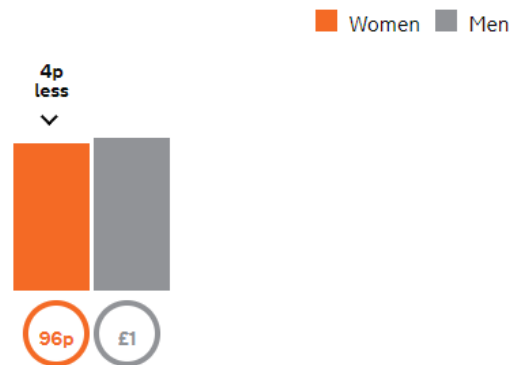


## Extrastaff Limited Gender Pay Gap Report at 5<sup>th</sup> April 2020

Our organisation consists of both our permanent staff and out temporary workers supplied to our clients, to perform driving and warehouse work.

### Hourly wages pay gap

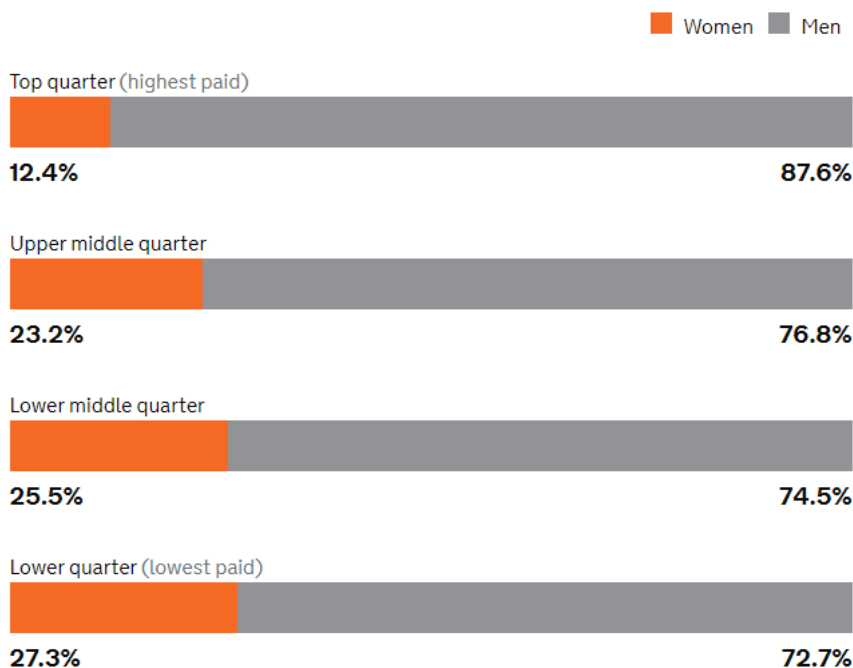
In our organisation, **women earn 96p** for every **£1** that men earn when comparing median hourly wages. Their median hourly wage is **4.5% lower** than men's.



When comparing mean hourly wages, women's mean hourly wage is **2.3% 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

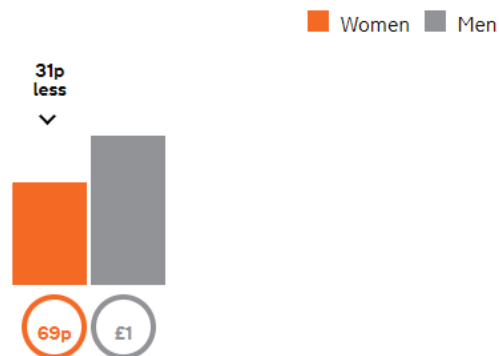
In this organisation, women occupy **12.4%** of the highest paid jobs and **27.3%** of the lowest paid jobs.



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

## Bonus pay gap

In this organisation, **women earn 69p** for every **£1** that men earn when comparing median bonus pay. Their median bonus pay is **30.8% lower** than men's.



When comparing mean bonus pay, women's mean bonus pay is **54.4% 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 similar for the same roles for women and men in our organisation.

**21.6%** of women compared to **5.2%** 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 2020.

**Ian Thompson**

**Finance Director**