

Allegis Group Gender Pay Gap Report



Gender Pay Gap Results

The table below shows our gender pay gap based on hourly rates of pay at the snapshot date of 5 April 2023. It also shows the difference in bonuses paid in the 12 months prior to 5 April 2023.

	Mean	Median
Hourly Pay	40.7%	53.6%
Bonus	76.6%	71.1%

There are several factors contributing to these pay gaps:

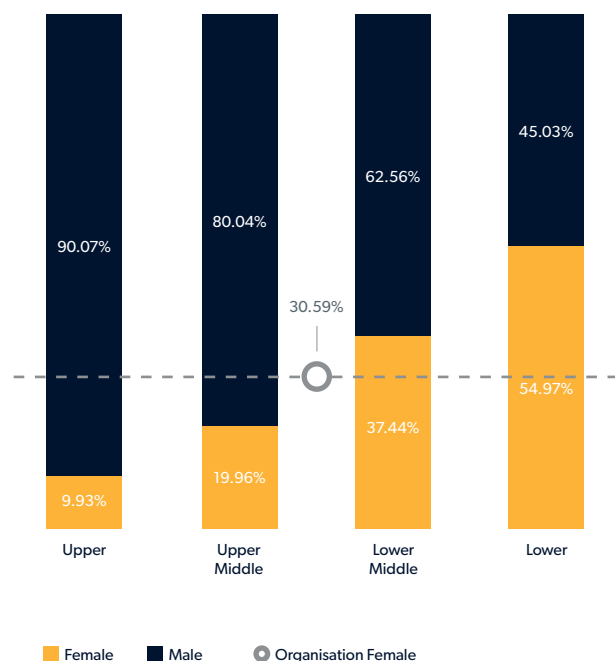
- PAYE contractors continue to make up a significant part of our data set and the constitution of our contractor workforce is 78% male. Our contractors tend to be highly paid and their inclusion in the figures has a direct impact on the Mean and Median hourly pay rate gap and decreases the percentage of men receiving a bonus.
- There continues to be a higher ratio of men to women with the total data set remaining approximately 69% male and 31% female. However, when excluding the contractor workforce our internal employee ratios show a higher ratio of women to men with 49% male and 51% female.
- Senior leadership positions tend to be higher paid and their overall remuneration includes a bonus due to the importance of rewarding performance in these roles. There is a higher proportion of men in senior leadership roles in the company which contributes considerably to the higher male hourly pay and bonus gap figures.
- Sales roles are heavily rewarded by performance with a large proportion of the overall remuneration of sales people being made up of bonuses and commission. The sales side of our business is 65% male, which has a significant impact on the bonus gap.

Percentage of Men and Women Awarded a Bonus

In the 12 months prior to 5 April 2023, 10.18% of men and 23.65% of women received a bonus.

Pay Quartiles

Allegis Group - Group Gender Pay Gap: Quartiles



These quartiles align closely to our overall gender split in the workforce which approximately is 69% male and 31% female.

Difference Between Equal Pay and Gender Pay Gap

Equal pay deals with paying men and women equally for doing the same or a similar job. Gender pay gap reporting is broader and shows the difference in average pay between all men and women in the company at all levels and does not take into account the nature of people's jobs or seniority.

We have reviewed our equal pay data and we are confident that, as an employer, we do not have an equal pay issue and our men and women are paid equally for the same jobs. We are committed to treating women and men fairly and ensuring they are rewarded in the same way for doing the same job.

Variable pay (commission, bonus etc) may vary for individuals because it changes based on the performance of individual employees rather than being something we as a company can control. However, the structures we have in place for variable pay (such as commission tiers) and the application of bonus criteria are fair and applied equally to men and women. We have a very clear pay structure in place across our business. For our Sales business, each grade has set salaries and all our men and women are on the relevant pay point for their level of experience, grade and job role. From a variable pay perspective, sales staff are on the same commission structure relevant to their area of the business and the amount every employee takes home against that consistent commission structure is down to individual performance. For our Corporate Services business, we have in place clear salary points relevant to the role and level. Salary increases are driven by inflationary and market led/role specific factors only. This means that significant salary increases are awarded when there are changes in the market ranges for certain roles or when there is a significant change in an individual's accountability and responsibilities. We also have an annual performance review cycle which is applied equally to all Corporate Services men and women relevant to the individual's performance for the year. There is a moderation process in place for independence and unbiased perspectives and this is a clear way for us to eliminate any manager bias that could be in place. The rating system then translates into a clear annual reward structure where annual bonuses are awarded on a sliding scale against the relevant performance ratings. Top performers will therefore receive a higher bonus regardless of gender.

Our Plan for Tackling the Gender Pay Gap

We are prioritising this issue and putting a range of initiatives in place to address it. Some of these plans include:

Hiring – We are reviewing our hiring strategy with an I&D lens to ensure we are being as inclusive as possible including reviewing our employee value proposition (EVP), transparency of opportunity, interview skills training and diverse interview panels. Sales Leaders within the business have reviewed our current job profiles and have created success profiles to provide further transparency and clarity on the skills, experience and competencies required for each role. The success profiles are used to identify key competencies we expect for each role and are interwoven through our selection and promotion frameworks. This should ensure our hiring managers ask the right competency-based questions and assess skills, behaviours and competencies that match the role requirements.

Inclusion & Diversity (I&D) - We have an Inclusion and Diversity Committee in place which is made up of employees from a variety of backgrounds, levels and roles who are committed to driving a clear I&D agenda. The committee is chaired by the Executive Inclusion Board which is made up of eight senior leaders from across the business who in partnership with the I&D committee, develop and shape our I&D strategy. The aim is to create awareness, challenge behaviours and bias, as well as support the business on evolving gender diversity. The committee's goal is to ensure there is opportunity for all and to ensure everyone can be their true selves to succeed. In the marketplace, new

and existing clients have been seeking to understand our approach on I&D topics, we are upskilling our sales people to feel confident guiding clients and contractors on I&D topics and share our best practice from a policy, technology, and strategic perspective when we hire talent on their behalf. The committee each year launches an I&D celebration calendar to raise awareness of key global dates and events. This year saw the creation of our employee resource groups (ERGs), in particular our Woman@TEK ERG was founded. There is a lead ERG representative in each of our offices and many events have been organised to help support women in the business, but, also to educate everyone on how to support gender diversity. This year also saw the introduction of our I&D dashboard in the UK which allows us to have up to date I&D data to help shape our I&D strategy and track our high-level trends.

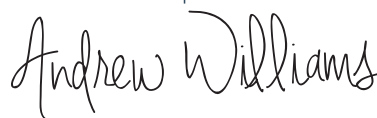
Development - As a result of global brand alignment we are enhancing our I&D development opportunities by launching BEST U training. BEST U is a learner led programme focused on self-development topics which help support our I&D strategy such as enhancing inclusion, mitigating unconscious bias and uncovering authenticity. Unconscious bias training was also launched to ninety of our leaders and I&D ambassadors. The training is designed to assist in improving everyday decision making by helping to remove the influence of unconscious bias. This training is fundamental in developing inclusive leadership and best practice within our business and is another opportunity for us to bring our core value Inclusion to life.

Strategic Partnerships - We have partnered with a charity Tech She Can that aims to improve the ratio of women in technology roles. Members of the business help deliver educational sessions, to inspire the next generation of women to pursue careers in technology and study related fields with the aim of changing the ratio of women in tech, ensuring a diverse and inclusive workforce in the future, and creating a society where roles in tech are appealing to all. We are also partnering with Seramount to leverage their expertise and learn how to continue to develop our inclusion strategy within region.

Retention - We have begun reviewing our family leave policies to ensure we are supporting our working parents. We provide employee attrition data every six months to the Executive Leadership team to provide in depth analysis as to why people are leaving our business. This is both quantitative and qualitative and will help our leaders (supported by Human Resources) better understand people's reasons for leaving, use the data in a proactive way, start to solution the issues and have clear plans in place to address the challenges in their business.

Statement of Confirmation

I confirm that the published information is accurate:



Chief Financial Officer
Allegis Group Limited
04 April 2024