



**GENDER PAY
GAP REPORT**

April 2017



Group
YOUR JOB, OUR WORK



“ Gi Group UK’s mission is to support the evolution of the labour market and to emphasise the personal and social value of work through the services we provide. We pride ourselves on our commitment to gender equality.”

A message from Bev White

I’m pleased to share with you our gender pay gap report, which we will continue to share every year as part of the new UK regulations.

Gi Group UK’s mission is to support the evolution of the labour market and to emphasise the personal and social value of work through the services we provide. We pride ourselves on our commitment to gender equality. This goes beyond ensuring our employees, both temporary and permanent are paid according to role and not gender, to championing and supporting the development and progression of women in the workplace.

As you will see in our report, we are already far ahead of the national mean and median pay gap average. However, we also understand the importance of continuing to look for areas to improve for example, how we continue to work with our customers to attract more females into historically male dominated industries and roles.

This report is very important for Gi group UK, but also very important for me personally. Aligned with our mission, I am passionate about helping individuals to be the very best they can be. This means helping to break down real and perceived barriers that may be holding people back and creating environments where employees can really thrive.

A handwritten signature in blue ink, appearing to read 'Bev White', located at the bottom left of the page.

Why are we doing this?

For the first time, UK companies with over 250 employees are required to publicly report on their gender pay gap under new legislation that was introduced in April 2017.

The legislation requires us to report our mean and median pay gap, bonus mean and median pay gap, the percentage of male and female employees who received a bonus payment and the percentage of males and females in each quartile.

UNDERSTANDING GENDER PAY GAP REPORTING.

What is the difference between equal pay and a gender pay gap?

EQUAL PAY

Equal pay is paying males and females equally for like work, work of equal value and work rated as equivalent. There has been legislation outlining equal pay obligations in the UK for nearly 50 years.

GENDER PAY GAP

A gender pay gap looks at the differences in pay between genders across groups of employees irrespective of the work they perform.

HOW ARE THE MEDIAN AND MEAN PAY GAPS CALCULATED?

The median is the middle point of a range of numbers and the mean is the average of a range of numbers. How do we calculate this for gender pay gap reporting?

Median pay gap

If all of our male employees stood in line in order of lowest hourly rate earned to highest and all females did the same, the median pay gap (as a percentage) is the difference between the middle colleague on the male line and the middle colleague on the female line.

Mean pay gap

If we add together all the hourly rates of male colleagues and calculate the average and do the same for female colleagues, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly rate.



HOW IS THE BONUS GAP CALCULATED?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, this time we use the actual bonus paid to colleagues. We also report the number of male and female colleagues receiving a bonus (as a percentage of the total male and female population).

HOW ARE THE PAY QUANTILES CALCULATED?

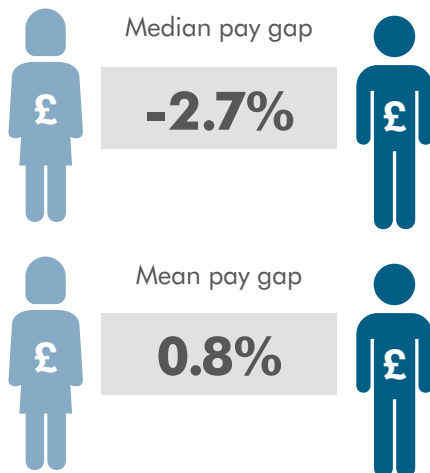
Pay quartiles are calculated by dividing all hourly rates paid across the business from lowest to highest, into four equal sized groups of colleagues and calculating the percentage of males and females in each.

Gi Group results – 2017

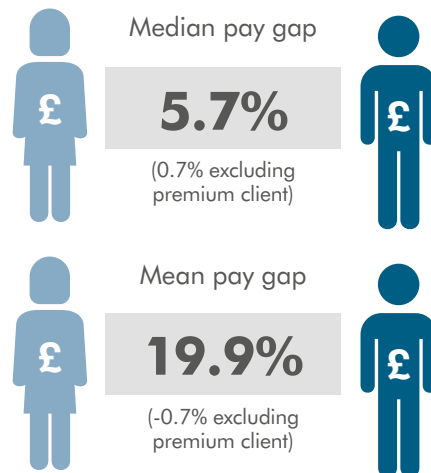
The following data covers Gi Group UK. This includes the legal entities of Draefern Limited and Gi Group Recruitment.

GENDER PAY GAP

DRAEFERN



GI GROUP RECRUITMENT



Median national average pay gap is 18.4%, mean national average pay gap is 17.4% based on estimates from the Office of National Statistics' Annual Survey of Hours and Earnings 2017.

PAY QUANTILES

The percentage of all male and female colleagues within each quartile pay band is:

Draefern	1st	2nd	3rd	4th
Male	71%	61%	64%	70%
Female	29%	39%	36%	30%

Gi	1st	2nd	3rd	4th
Male	81%	68%	54%	79%
Female	19%	32%	46%	21%

Gi excl Premium Client	1st	2nd	3rd	4th
Male	65%	65%	47%	87%
Female	35%	35%	53%	13%

Overall our gender pay gap is significantly better than the national average which is encouraging and aligns to our commitment to pay employees based on the role they perform and not their gender. Data for Gi Group Recruitment includes one of our largest clients, representing 1000 workers. The sector in which this client operates is a highly technical one and is dominated by male workers, reflecting the current trend within this industry. The technical nature of these roles coupled with a general shortage of skilled labour in the sector means that workers here attract a higher rate of pay, which suggest that the our mean pay gap is slightly above national average. However, when we extract this worker population

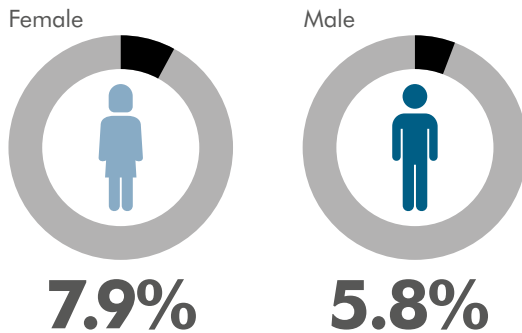
from the data, the Gi Group Recruitment mean pay gap falls to -0.7% and median pay gap is at 0.7% - both far below the national average.

As an organisation engaged in the provision of labour to our customers, our workforce is reflective of the industry in which they work. However, recognising the importance of a diverse workforce, we are continually looking for ways to improve the balance of male to female employees, particularly in industries where there is a general skills shortage. This involves working with our customers to design attraction campaigns that promote gender equality. Our hope is that this approach will help to improve the balance within each of the quartiles.

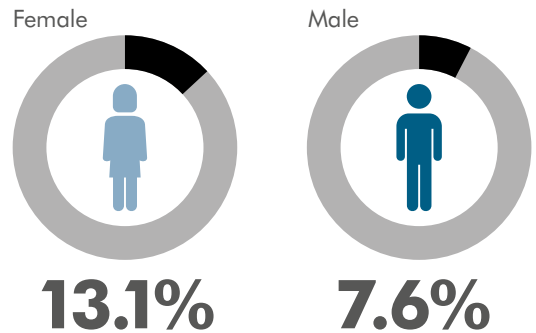
BONUS GAP

% of workers who receive a bonus:

DRAEFERN

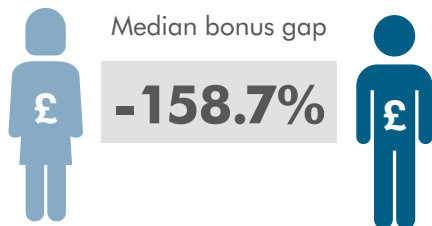


GI GROUP RECRUITMENT

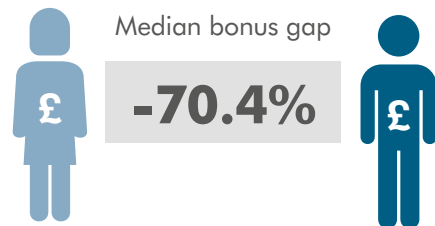


MEDIAN BONUS GAP

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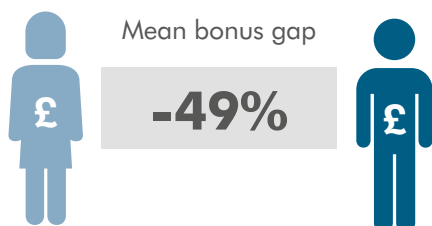


GI GROUP RECRUITMENT

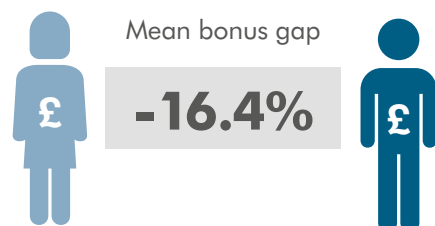


MEAN BONUS GAP

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GI GROUP RECRUITMENT



Our bonus pay gap data is based on all bonuses paid to Gi Group employees. This includes our temporary or permanent workers, although bonus payments to this population are not typical. All bonuses paid in the year up to 5 April 2017 are used for the calculation of the bonus gap.

All of our bonus schemes are gender neutral by design and look to reward performance. As can be seen a higher number of female employees received a bonus payment in this period.

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