



GENDER PAY GAP REPORT

2018



Group
YOUR JOB, OUR WORK

A MESSAGE FROM BEV WHITE



“

We continue to make equal opportunities for all a priority in our business.”



Gi Group UK, as part of the global Gi Group organisation, is committed to helping shape the world of work; ensuring that we support equal opportunities for everyone in every aspect of the work we do.

Our report includes both our own employees and the temporary workforce we place on client sites. We continue to champion equality in the workplace; consulting widely with our clients across all sectors regarding the planning of their contingent workforce requirements. We take every opportunity to provide advice and guidance to our clients to ensure that their attraction strategies are as inclusive as possible, thus creating a diverse workforce. Whilst we recognise that more needs to be done, we remain pleased with our results which show Gi Group UK to again be significantly ahead of the national average.

We are also committed to developing the careers of future generations of employees. Working directly with schools, we have built up close partnerships to help students develop the employability skills they will need going forward, in terms of future career choices.

Our commitment to gender equality is reflected in our senior leadership team at Gi Group UK, where 71% of senior leaders are female, and 44% of all senior employees across the rest of the business are female. This is in part a result of our extensive development programme for future managers via our leadership academies, which we have successfully run for over 10 years, with 70% of those graduating being female.

Outside of the organisation, we continue to champion the development and progression of women in the workplace. This year Gi Group UK is proud to sponsor the Star Women in Business Awards which not only recognises the achievements of businesswomen, but importantly looks to inspire future generations of female talent.



WHY ARE WE DOING THIS?

In 2017 new legislation was introduced requiring all UK companies employing over 250 employees to publically report on their gender pay gap.

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?

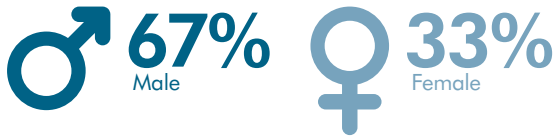
Pay quartiles are calculated by dividing all hourly rates paid across the business from highest to lowest, into four equal sized groups of colleagues and calculating the percentage of males and females in each.

Gi GROUP RESULTS 2018

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

PERCENTAGE OF ALL OUR MALE AND FEMALE COLLEAGUES:

DRAEFERN:



GI GROUP RECRUITMENT:

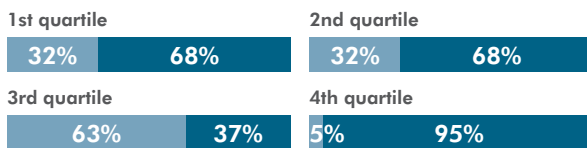


PAY QUARTILES

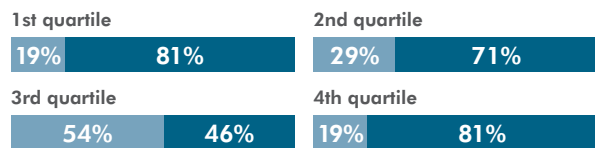
The percentage of all male and female colleagues within each quartile pay band is:

■ Female ■ Male

DRAEFERN



GI GROUP RECRUITMENT



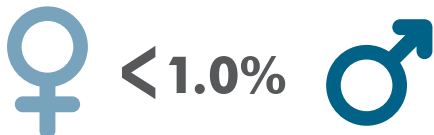
Compared to 2017 results, we have seen a significant increase in the number of females who fall into the 3rd quartile from the 4th quartile and also a 3% increase in the number of females in the 1st quartile representing the Top 25% of earners.

Data for Gi Group Recruitment remains consistent with data published in 2017, however 2018 sees an increase in females in the 3rd quartile. Data is also reflective of the gender split of our employees. Also, if we remove our premium client from the data, calculations are more reflective of the actual pay rates, with greater alignment between Draefern and Gi Group Recruitment employees.

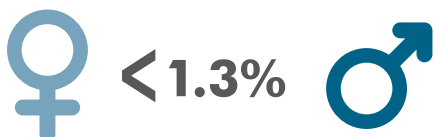
GENDER PAY GAP

DRAEFERN

MEDIAN PAY GAP

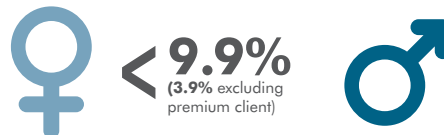


MEAN PAY GAP

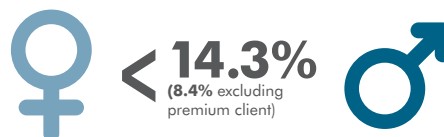


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MEDIAN PAY GAP



MEAN PAY GAP



Median national average pay gap is 17.9%, mean national average pay gap is 17.1% based on estimates from the Office of National Statistics' Annual Survey of Hours and Earnings 2018.

Although we have seen a marginal widening in our gender pay gap across both parts of the organisation, our gender pay gap remains significantly better than the national average of 17.1% and 17.9% which is encouraging and reflects our commitment to paying employees based upon their skill and the role they perform rather than their gender.

The slightly increased gap when compared to 2017 can be explained by the profile of our customers and the roles we recruit for, many of which have typically been male dominated. As such, the year on year differential in Gi Group pay rates is driven by the relative increases in male and female rate of pay: male pay rates have increased by 25% compared with a 14% increase for females.

Data for Gi Group Recruitment includes one of our largest clients, representing over 1,000 workers. The sector in which the 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 workers in the sector means that workers here attract a higher rate of pay, which suggests that our mean pay gap is higher than it actually is. However, when we extract this population from the data, the Gi Group Recruitment mean pay gap falls to 8.4% and 3.9%; both significantly below the national average.

As part of our mission to support the evolution of the labour market and to emphasise the personal and social value of work, we are partnering with our customers to explore opportunities to redress stereotypes and break down actual or perceived gender barriers.

BONUS PAY GAP

% of workers who receive a bonus

DRAEFERN



Female
11%



Male
4.8%

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Female
17.1%



Male
19.1%

MEDIAN BONUS GAP

DRAEFERN



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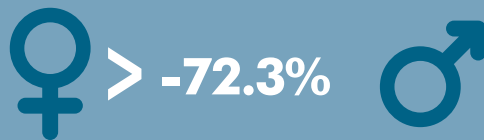


MEAN BONUS GAP

DRAEFERN



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Our bonus pay gap data is based on all bonuses paid to Gi Group UK employees. This includes our temporary and permanent workers, although bonus payments to this population remain atypical.

Positively, in both 2017 and 2018, more female workers under the Draefern entity were paid a bonus compared to male workers, however the differential in the median bonuses has grown as a result of average bonus payments increasing due to a handful of bonus payments made to male employees in 2018 as opposed to an across the board increase.

For Gi Group Recruitment the mean variance remains consistent with 2017; however the median highlights that females earned higher bonuses than men in 2018.

All of our bonus schemes remain gender neutral by design and look to reward performance.



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