

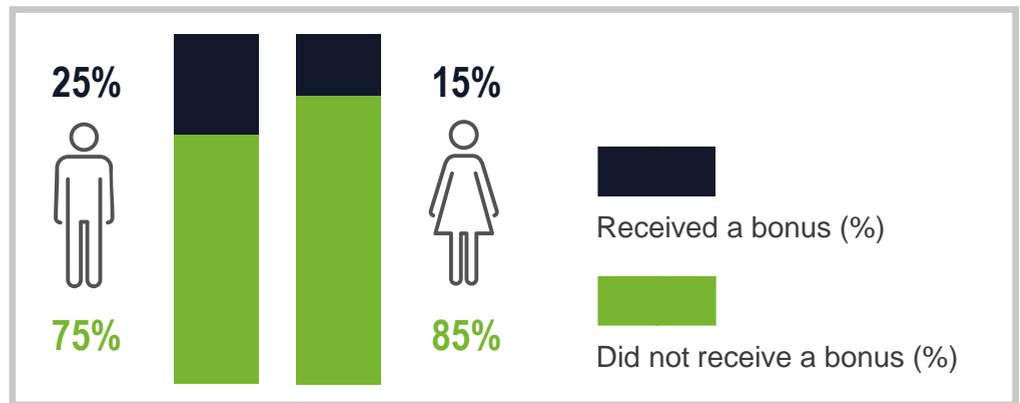
PeopleScout is committed to equality in all aspects of our business, including in the area of gender pay.

### GENDER PAY AND BONUS GAP

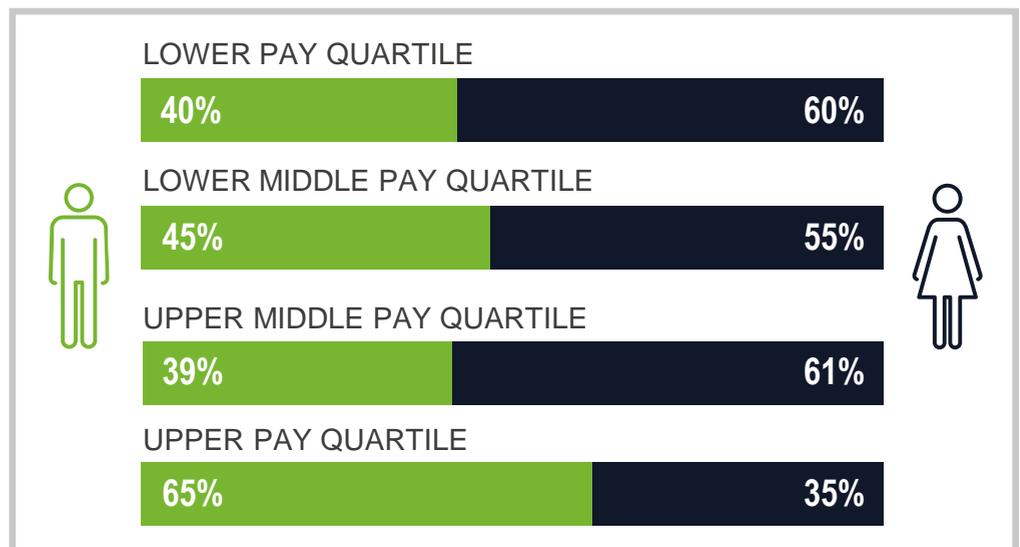


The tables above show PeopleScout’s overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date 5<sup>th</sup> April 2021. It also illustrates the mean and median difference between bonuses paid to men and women in the year up to 5<sup>th</sup> April 2021.

### PROPORTION OF EMPLOYEES PAID A BONUS



### PAY RATE QUARTILES



# 2021 GENDER PAY GAP

## » OVERVIEW

This report sets out the results for the snapshot date of 5th April 2021 and provides additional information regarding our gender pay gap and our ongoing commitment to closing the gap.

As a business we are committed to being a diverse and inclusive organisation, where all employees can fulfil their potential. We recognise how important being a diverse and inclusive organisation is and are not complacent in our actions as we know there are always areas in which we can improve.

On an annual basis the Government requires all UK companies with 250 or more employees to analyse its payroll and report on the gender pay gap. On the snapshot date, PeopleScout had fewer than 250 employees, therefore gender pay gap data is being reported voluntarily. The gender pay gap reporting shows the difference between the average employee earnings for men and women in our business. This is different to equal pay and as a business, PeopleScout is committed to ensuring that employees are paid equally for jobs that are the same, similar or of equal value irrespective of gender.

## » APRIL 2021

Our 2021 median gender pay gap figure is 17.2% against the ONS median Gender Pay Gap figure of 15.4%. The mean gender pay gap, which is the difference between the average hourly earnings of men and women, is 30.9%. This represents an improvement in PeopleScout's 2020 median and mean pay gap.

We continue to see positive diversity representation in our upper middle pay quartile, evidencing the steady increase of female employees moving up within the organisation. This has been maintained through our activities to identify future female leaders, and our efforts to encourage and improve the advancement for these groups.

Our results remain impacted by a higher number of male employees in senior level roles and as such, we recognise we can still do more to improve our gender diversity at this level. Since the 2020 report publication, a number of female leaders have joined the organisation and we anticipate this to reflect in the 2022 report.

Gender diversity in all quartiles remains a core priority for PeopleScout. In addition to existing ongoing actions, we will continue to explore initiatives to encourage and improve the development and advancement of future female leaders including:

- Driving the adoption of leadership competencies to ensure greater clarity throughout the organization around the importance of inclusion and the development of a diverse team. We believe this will drive better decision making in hiring, developing, and promoting our people to drive a culture of conscious inclusion.
- Improving Learning & Development to directly support increased internal career opportunities for the high proportion of female applicants.
- Creating clear career path and role expectations to support future growth.

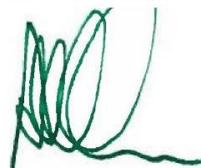
- Increased Developing Female Talent group activity including Career Panels, Networking Events, Speaker Series, and Role Mapping for career growth all to prepare female leaders for their next leadership role.
- Proactive talent sourcing for diverse slates of candidates is being required for all roles.
- Annual cross company calibration reviews to ensure the consistency of approach and the identification of next level talent.
- Proactive stay interviews to remove blockers to success and retain top talent.
- Enhanced employee benefits including health cash, mental health first aiders, and advanced EAP

In a highly competitive market, we believe diversity is a key differentiator to securing the best and brightest talent. Organisations that enable individuals of different gender, ethnicity, or other identities to bring their diverse perspectives will enhance creativity and lead to better decisions and stronger business performance. At PeopleScout, we are committed to closing the gender gap and creating a culture of conscious inclusion where everyone is included, and all opinions are valued.

Our work doesn't stop here, and we will continue to take proactive steps to pursue our goal of gender parity in 2022 and onward.

I can confirm that the information in this report is accurate.

**Andrew Wilkinson**



Executive Leader, Group Managing Director of EMEA & APAC