

Recroot Limited

Gender Pay Gap Report - 2022

Recroot Ltd operates within the employment and recruitment sector supplying staff with an extremely broad range of job roles to a diverse client base who are operating across a broad spectrum of industry sectors

Whilst there are typically natural pay differences between roles and clients, there are no pay differences between men and women who are doing the exact same role, at the same time, for the same client and any dissimilarity in pay is due to the variation in the wide range of assignments undertaken by the company

For further clarification...

- Equal Pay - men and women performing equal work should generally receive equal pay
- Gender Pay Gap - the difference between men's and women's average hourly pay, expressed as a percentage

Summary of reported figures

Recroot's gender pay data has been collected according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and the data collected is as at 5th April 2022

"Full time relevant employees" as at the "snapshot date" = 303

Gender Pay Gap

Mean	-2.7%
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Median	1.4%
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Bonus

Percentage of females who received a bonus	10.5%
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Percentage of males who received a bonus	13.9%
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Difference in Mean Bonus Pay	£3.18
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Difference in Median Bonus Pay	£0.00
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Proportion of Female / Male by relevant quartile pay banding...

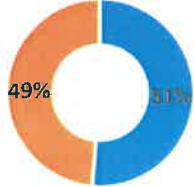
<u>Quartile Analysis</u>	<u>Female</u>	<u>Male</u>
Lower Quartile	51%	49%
Lower Middle Quartile	51%	49%
Upper Middle Quartile	45%	55%
Upper Quartile	52%	48%

Lower



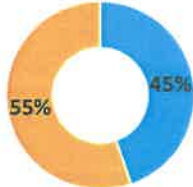
■ Female ■ Male

Lower Middle



■ Female ■ Male

Upper Middle



■ Female ■ Male

Upper



■ Female ■ Male

Data Analysis

Pay

The difference in the mean pay gap was -2.70% and median pay 1.4%.

Figures and differences can be influenced by the large number of women being in senior positions and benefitting from factors such as flexible working, including home/remote working. This has consistently proved to be an attractive option and particularly popular with women, further evidenced by the continuing low staff turnover in this area of the company

Bonus

21 men (13.9% of full-time relevant employees) received a bonus, compared to 16 women (10.5%). The median bonus for both men and women was exactly the same at £10.00, with the mean bonus for men (£17.28) being slightly higher than that paid to women (£14.10)

This was primarily due to a higher percentage of women working part time hours or taking parental leave and because, on average, more men opted to undertake the additional obligation necessary to achieve the bonus

Our Ongoing Actions

Recroot Ltd continues towards ensuring that all colleagues are treated fairly and equally and the Gender Pay report evidences this throughout

Jacob Marrs (Managing Director)



Date 24/03/2023