

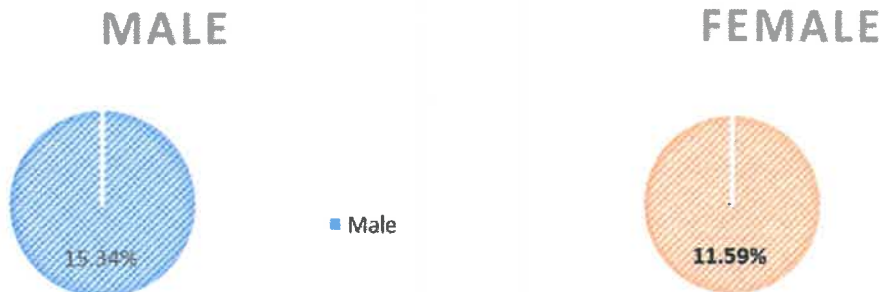
Recroot Ltd 2020 Gender Pay Gap Report

recroot Ltd operates within the employment and recruitment sector supplying staff to a wide range of clients operating in a broad span of industries. The company supplies an extremely broad range of job roles to a diverse client base and subsequently there are natural pay differences between roles and clients. However, for all roles at all clients there are no pay differences between men and women doing exactly the same role at the same time at the same client and any dissimilarity in pay is due to the variation in the wide range of assignments undertaken by the company. This Gender Pay Gap Report is based on data as at 5th April 2020 and at this date recroot Ltd employed 1295 staff – 743 (57.37%) being male and 552 (42.63%) being female.

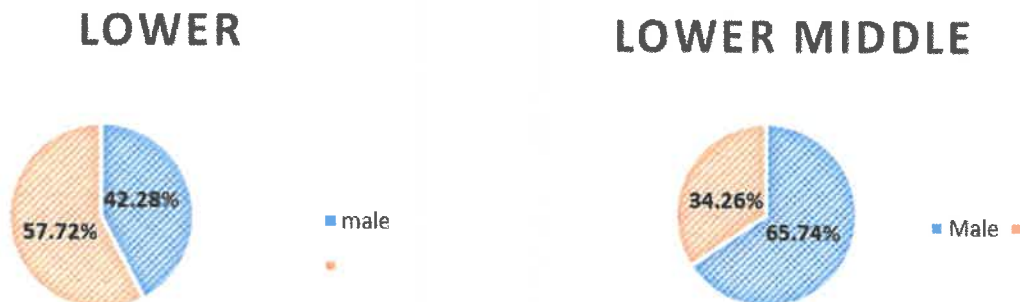
Pay and Bonus Gender Gap

	Mean	Median
Pay	-1.70%	0.71%
Bonus	68.54%	30.18%

Proportion of employees awarded a bonus in the period



Proportion of Male to Females in each Quartile Pay Band

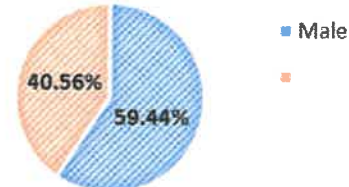




UPPER MIDDLE QUARTILE



UPPER QUARTILE



Data Analysis

The difference in the pay gap was -1.70% and the median pay was 0.71%. Men were paid, on average 68.54% higher bonus than women and this result is primarily influenced by the large number of women being in senior positions due to the benefits offered by the company of flexible time keeping and home or remote working. This has consistently proved to be an attractive option and particularly popular with women which is further evidenced by the low staff turnover in this area of the company.

The median bonus for men was £200.94 whilst the median bonus for women was £140.30. 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.

Future action and further refinements

recroot Ltd, as a company is committed to ensuring that all colleagues are treated equally and the report evidences this throughout. However, as part of the company's continuous improvement strategy, we will keep in mind the small imbalance of women being paid a higher bonus than men and endeavour to refine this where feasible whilst maintaining the recruitment of the most suitable candidate for any given role regardless of their gender.

The data in this document is accurately in line with Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:



Jacob Marrs (Managing Director)

Date 16 / 02 / 2021