

Allegis Group Gender Pay Gap Report



Gender Pay Gap Results

The table below shows our gender pay gap based on hourly rates of pay at the snapshot date of 5 April 2024. It also shows the difference in bonuses paid in the 12 months prior to 5 April 2024.

	Mean	Median
Hourly Pay	38.8%	50.4%
Bonus	66.5%	41.3%

There are several factors contributing to these pay gaps:

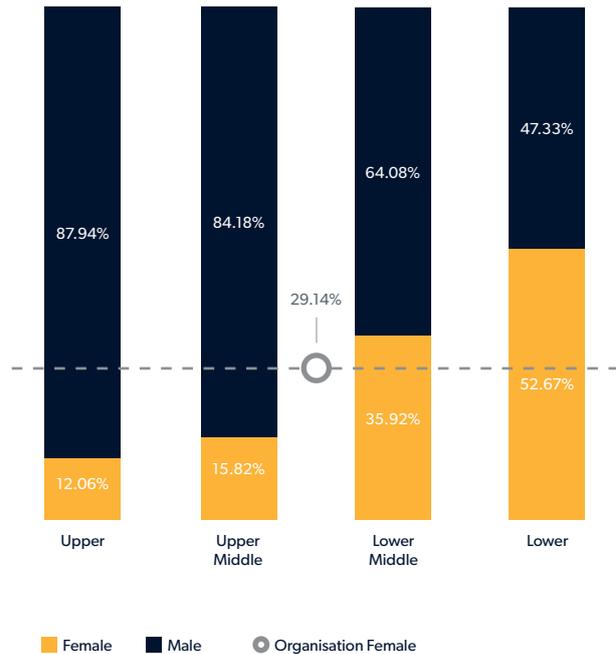
- PAYE contractors continue to make up a significant part of our data set and the constitution of our contractor workforce is 78% male. Our contractors tend to be highly paid and their inclusion in the figures has a direct impact on the Mean and Median hourly pay rate gap and decreases the percentage of men receiving a bonus.
- The number of PAYE contractors decreased by 147 during this period, 35 of those being female contractors. The mean gap has therefore reduced a little with the median gap holding steady.
- Internal headcount has reduced by 148 driven by our brand alignment transfers in May 2023 and December 2023.
- There continues to be a higher ratio of men to women with the total data set remaining approximately 70% male and 30% female. However, when excluding the contractor workforce our internal employee ratios show a higher ratio of women to men with 48% male and 52% female.
- Senior leadership positions tend to be higher paid and their overall remuneration includes a bonus due to the importance of rewarding performance in these roles. There is a higher proportion of men in senior leadership roles in the company which contributes considerably to the higher male hourly pay and bonus gap figures.
- Sales roles are heavily rewarded by performance with a large proportion of the overall remuneration of sales people being made up of bonuses and commission. The sales side of our business is 73% male, which has a significant impact on the bonus gap.

Percentage of Men and Women Awarded a Bonus

In the 12 months prior to 5 April 2024, 20.23% of men and 50.34% of women received a bonus. In November 2023 all internal employees were awarded with an anniversary bonus payment which has impacted this data.

Pay Quartiles

Allegis Group - Group Gender Pay Gap: Quartiles



These quartiles align closely to our overall gender split in the workforce which approximately is 70% male and 30% female.

Difference Between Equal Pay and Gender Pay Gap

Equal pay deals with paying men and women equally for doing the same or a similar job. Gender pay gap reporting is broader and shows the difference in average pay between all men and women in the company at all levels and does not take into account the nature of people's jobs or seniority.

We have reviewed our equal pay data and we are confident that, as an employer, we do not have an equal pay issue and our men and women are paid equally for the same jobs. We are committed to treating women and men fairly and ensuring they are rewarded in the same way for doing the same job.

Variable pay (commission, bonus etc) may vary for individuals because it changes based on the performance of individual employees rather than being something we as a company can control. However, the structures we have in place for variable pay (such as commission tiers) and the application of bonus criteria are fair and applied equally to men and women.

We have a very clear pay structure in place across our business. For our Sales business, each grade has set salaries and all our men and women are on the relevant pay point for their level of experience, grade and job role. From a variable pay perspective, sales staff

are on the same commission structure relevant to their area of the business and the amount every employee takes home against that consistent commission structure is down to individual performance.

For our Corporate Services business, we have in place clear salary points relevant to the role and level. Salary increases are driven by inflationary and market led/role specific factors only. This means that significant salary increases are awarded when there are changes in the market ranges for certain roles or when there is a significant change in an individual's accountability and responsibilities. We also have an annual performance review cycle which is applied equally to all Corporate Services men and women relevant to the individual's performance for the year. There is a moderation process in place for independence and unbiased perspectives and this is a clear way for us to eliminate any manager bias that could be in place. The rating system then translates into a clear annual reward structure where annual bonuses are awarded on a sliding scale against the relevant performance ratings. Top performers will therefore receive a higher bonus regardless of gender.

Our Plan for Tackling the Gender Pay Gap

We are prioritising this issue and putting a range of initiatives in place to address it. Some of these plans include:

Inclusion & Diversity (I&D) - We have an Inclusion and Diversity Committee in place which is made up of employees from a variety of backgrounds, levels and roles who are committed to driving a clear I&D agenda. The committee is chaired by the Executive Inclusion Board (EIB) which is made up of eight senior leaders from across the business who in partnership with the I&D committee, develop and shape our I&D strategy. The aim is to create awareness, challenge behaviours and bias, as well as support the business on evolving gender diversity. The committee's goal is to ensure there is opportunity for all and to ensure everyone can be their true selves to succeed. In the marketplace, new and existing clients have been seeking to understand our approach on I&D topics, we are upskilling our sales people to feel confident guiding clients and contractors on I&D topics and share our best practice from a policy, technology, and strategic perspective when we hire talent on their behalf. The committee each year launches an I&D celebration calendar to raise awareness of key global dates and events. Our Woman@TEK employee resource groups is continuing to organise and host many events to help support women in the business, but, also to educate everyone on how to support gender diversity. With the creation of our I&D dashboard in the UK last year, this has allowed us to have up to date data to help shape our I&D strategy and track our high-level trends.

Diversity in Sales Focus Groups - We hosted several focus group sessions across different levels of people in Talent Delivery and Sales roles including leadership to gain further feedback and insight into why we are promoting and retaining a lower percentage of females in sales roles. These were hosted by our company President and Director of Employee Experience and co- chairs of our EIB board. These findings have resulted in launching a sales mentoring programme which we are launching in May 2025 to further support our females in sales roles.

Development - As a result of global brand alignment we are enhancing our development opportunities by launching our RISE leadership training course. RISE is a six-month, mentor-led programme aimed at self-leadership to accelerate personal and professional growth. RISE is subject to an application process supported by leadership nomination and participation requires approval from our executive leadership team. RISE is focused on self- development topics which help support our I&D strategy such as exploring gender dynamics, mitigating unconscious bias and uncovering authenticity. This training is fundamental in developing inclusive leadership and best practice within our business and is another opportunity for us to bring our core value Inclusion to life.

Strategic Partnerships - We continue to partner with a charity Tech She Can that aims to improve the ratio of women in technology roles. Members of the business help deliver educational sessions, to inspire the next generation of women to pursue careers in technology and study related fields with the aim of changing the ratio of women in tech, ensuring a diverse and inclusive workforce in the future, and creating a society where roles in tech are appealing to all.

Retention - We have reviewed and implemented new family leave policies to ensure we are supporting our working parents. Paternity leave has been enhanced to 4 weeks paid leave. Maternity and Shared Parental leave entitlement has been increased to 26 weeks full pay with 13 weeks SMP. Those in a commission earning role on the date that family leave starts will receive a guaranteed rate of commission for 6 months based on average commission earnings. Those in a bonus cycle will be paid a bonus at 65% on target for personal performance. We have also introduced breastfeeding at work guidance and miscarriage guidance to ensure all managers are able to support employees that may be going through these challenges. This year we also decreased our contractual working hours to 39.5 hours per week, with core business hours being introduced in Corporate Services to allow for more flexibility. His has had a real positive impact of working parents and those with caring responsibilities.

Statement of Confirmation

I confirm that the published information is accurate:



Chief Financial Officer
Allegis Group Limited
04 April 2025