

Extrastaff Limited Gender Pay Gap Report at 5th April 2024

Our organisation consists of both our permanent staff and our temporary workers supplied to our clients, to perform driving and warehouse work. Driving work is in general higher paid and historically tends to attract more higher proportion of male workers than warehouse work.

Main gender pay gap figures

In our organisation:

- women earned 97p for every £1 that men earned (comparing median hourly pay)
- women made up 16.3% of employees in the highest paid quarter, and 21.8% of employees in the lowest paid quarter
- 3.7% of women received bonus pay, compared with 0.6% of men
- women’s bonus pay was 13.5% lower than men’s (comparing median bonus pay)

Hourly wages pay gap



In our organisation:

Women’s median hourly pay was 3.0% lower than men’s – this means they earned 97p for every £1 that men earn when comparing median hourly pay.

Women’s mean (average) hourly pay was 0.6% lower than men’s.

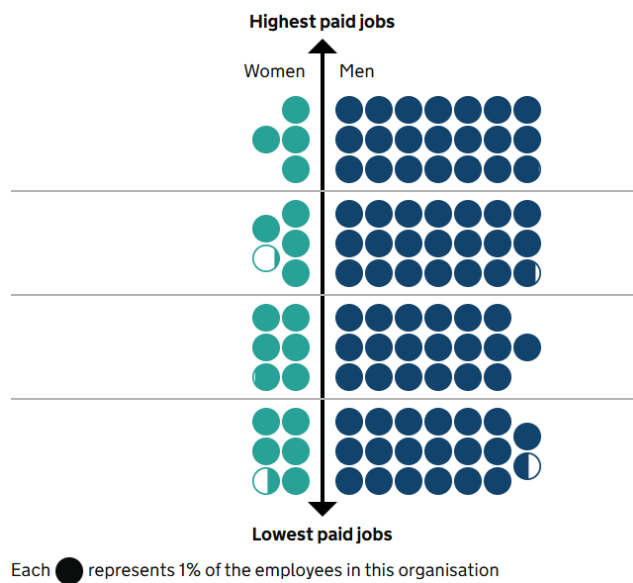
The reason for the small disparity is that workers supplied to driving jobs are generally paid a higher hourly rate than warehouse jobs, and a greater proportion of our drivers are male. There is no disparity between men and women performing the same roles.

Proportion of women in each pay quarter

In this organisation, women made up:

- 16.3% of employees in the upper hourly pay quarter (highest paid jobs)
- 16.8% of employees in the upper middle hourly pay quarter
- 23.6% of employees in the lower middle hourly pay quarter
- 21.8% of employees in the lower hourly pay quarter (lowest paid jobs)

This disparity is again driven by the gender mix within the different roles.



Bonus pay gap



In our organisation:

Women's median bonus pay was 13.5% lower than men's – this means they earned 86p for every £1 that men earn when comparing median bonus pay.

Women's mean (average) bonus pay was 12.4% lower than men's.

3.7% of women and 0.6% of men received bonus pay.

This report was prepared on data in the period to, and the pay period including the 5 April 2024.

Ian Thompson

Finance Director