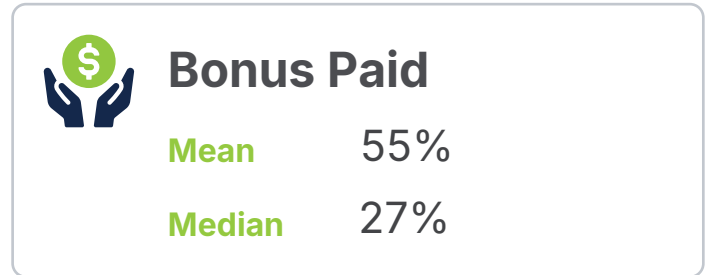
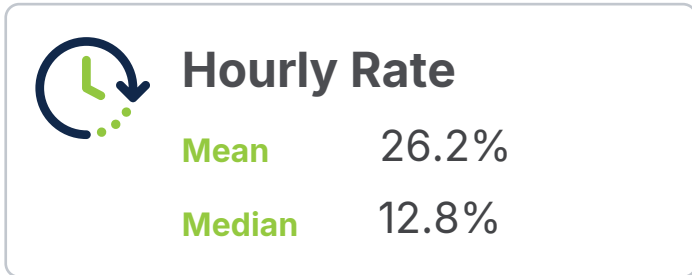


2024 Gender Pay Gap

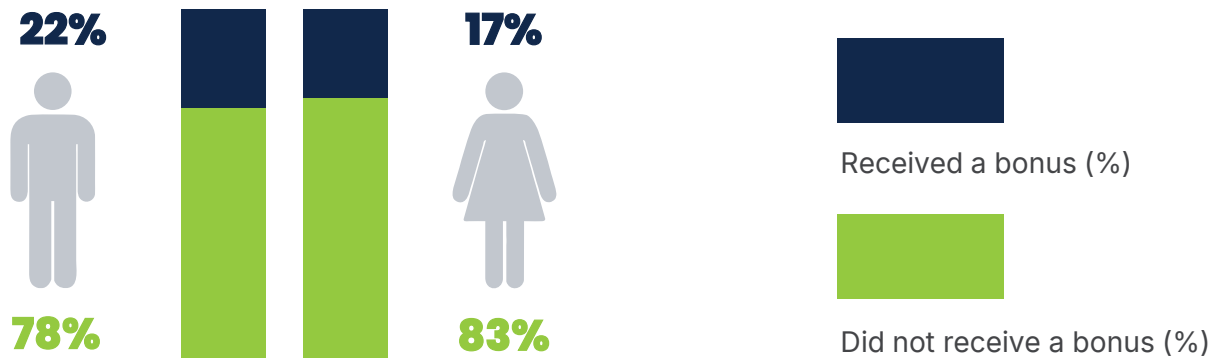
PeopleScout remains dedicated to its commitment to closing the gender pay gap, through promoting diversity, equity and inclusion as a core foundation in every aspect of how we operate.

Gender and Pay Bonus Gap

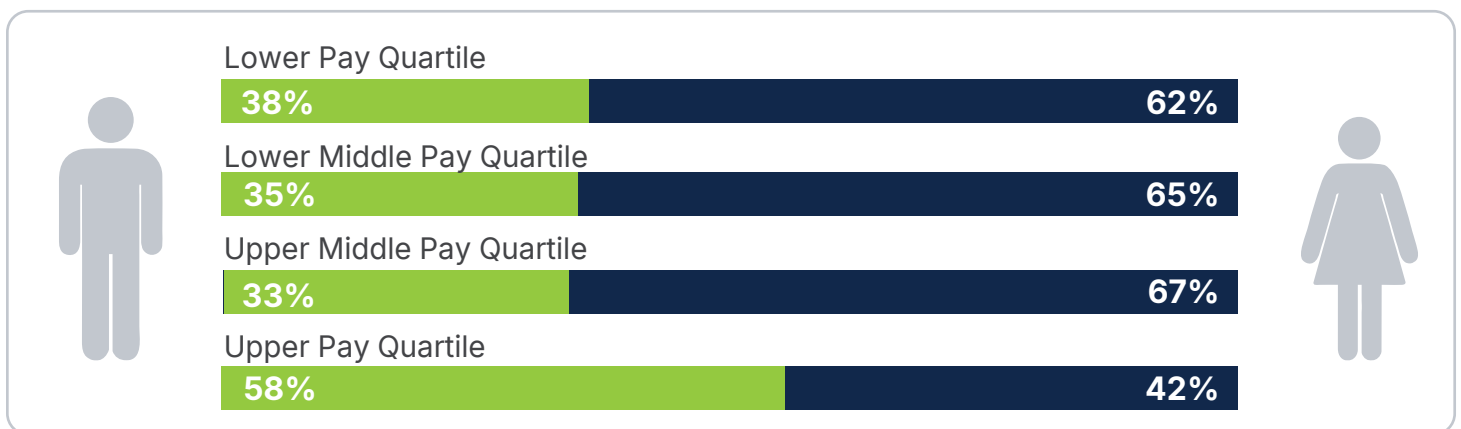


These percentages represent PeopleScout's overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5th April 2024. It also illustrates the mean and median difference between bonuses paid to male and female employees in the year up to 5th April 2024.

Proportion of Employees Paid a Bonus



Pay Rate Quartiles



2024 Gender Pay Gap

Overview

Each year the Government requires all UK companies with 250 or more employees to assess their payroll and report on their gender pay gap. This reporting highlights the difference in average earnings between men and women within the organisation. At the snapshot date, PeopleScout UK had fewer than 250 employees and so we are voluntarily publishing this report and supporting commentary as we hold ourselves accountable to the actions we take and progress we make.

We strive to maintain a culture that empowers our employees to thrive in their careers and we recognise our responsibility to our people, who remain central to our ongoing commitment to fostering a diverse workforce and an inclusive work environment where all voices are heard. Whilst the gender pay gap differs from equal pay, we are also committed to ensuring that all employees receive fair and equal compensation for roles of the same, similar, or equal value – regardless of gender, or any other characteristic.

April 2024

Our 2024 median gender pay gap figure of 12.8% represents a reduction of 1.9%. Our mean gender pay gap, which is the difference between the average hourly earnings of men and women is 26.2%, up 4.8% from 2023.

Although our mean gender pay gap has increased, we remain optimistic in the progress we are making as evidenced in the reduction of our median gender pay gap, and more significantly, the 25% and 45% reduction in our bonus pay gap respectively. These results evidence our significant effort in the implementation of job architecture and market informed compensation analysis and alignment, where we have focused on full remuneration package and not just base pay.

Year on year we see slight fluctuations within each of our pay quartiles, however the presence of women within our upper pay quartiles remains strong, collectively representing over 50%. We do not consider our closure of the gap this year insignificant, as our pay data supports progress and stability.

As always, we remain dedicated to supporting our Global ESG and Corporate Citizenship commitments, whilst recognising our responsibility to design and support local recruitment, development, learning and career advancement of our future leaders, regardless of gender. These include:

- **Career Transparency:** Encouraging career focused discussion and enquiry through the transparent publication of full job descriptions and availability of Career Pathway maps, containing curated learning resources across multiple sources including in-house developed training and LinkedIn Learning.
- **Connection & Networking:** Driving a bottom-up approach through creating and facilitating employee led initiatives. Employee Voice Group - designed to enable employees to connect with peers and leadership to share insights and opportunity to drive organisational change. EMEA Connect - a regional mentoring programme designed to encourage empowering partnerships that encourage career gain, a programme which supplements existing our existing Global Mentorship Programme.
- **Pay Review:** We operate an annual pay review structure which enables us to respond appropriately to market changes in our compensation structures, including maintenance of entry pay bands to the review of Senior, SME and Management pay.

- **Female Talent:** Our established Developing Female Talent group maintains a cadence of activities including workshops, forums, networking events, speaker series and career panels.
- **Learning & Development:** Taking a continual improvement approach in our management upskilling programmes, to support soft-skill and operational development skills, focusing on the enhancement and growth of leadership presence and ability. All development programmes are built on the foundation of our leadership competencies including adaptability, communication, strategic thinking and empowering others.
- **Annual Policy & Benefits Review:** We conduct an annual policy review to ensure legislative compliance and to identify ED&I opportunities. Recent new and improved policies include our occupational sick pay offering, holiday purchase scheme, hybrid model and paternity leave offering. Future intended policy changes include legislatively supported amends or introductions such as flexible working and neonatal leave.

We are the People Company, and embedding a culture that embraces diversity, and inclusion is fundamental to our identity and mission. We remain dedicated to closing the gender pay gap through education, intentional decision making, and by nurturing an environment of conscious inclusion – where all of our people are seen, heard, valued and understood.

Our commitment doesn't end here. We will continue to prioritise equality, diversity and inclusion in every practice we operate, taking proactive steps toward our ultimate goal of achieving and maintaining full pay parity.

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



Jonathan Porter

Managing Director, EMEA

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PeopleScout, a TrueBlue company, is a global talent solutions leader, providing unmatched scalability to meet the professional, specialist, volume and contingent hiring needs of organizations of all sizes and sectors. We connect clients and talent through Recruitment Process Outsourcing (RPO), Managed Service Provider (MSP), Total Workforce Solutions (TWS), and talent and technology advisory services.

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