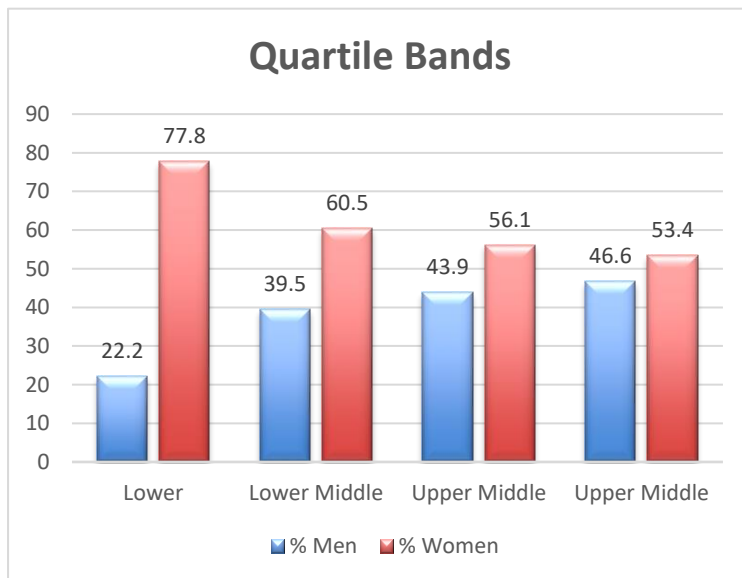


GENDER PAY GAP REPORT 2021

Working at PeoplePlus means being part of a team whose purpose is to help people transform their lives, get jobs and keep jobs and develop their careers. All our employees are important to us and play a vital role in support of our vision of making a difference to 1 million lives by 2022. We reward our people based on performance and contribution and we encourage career progression for all colleagues, regardless of gender.

Having carried out a review of our gender pay gap, we're incredibly proud of the diverse teams we have at all levels in the organisation.

The current national gender pay gap according to the Office for National Statistics (ONS) is **7.4%** and the PeoplePlus mean gender pay gap is **6.6%**, with the median gender pay gap being 8.3%. The ONS data relates to the pay period that includes 22 April 2020, at which time approximately 8.8 million employees were furloughed under the Coronavirus Job Retention Scheme (CJRS) and our data is also reflective of that given our participation in the scheme.



A large proportion of our roles are customer facing positions which include advisory, teaching and training roles which are typically at the lower and lower-middle quartiles. These roles allow flexibility in terms of hours and working patterns and are more attractive to those people who want to work more flexibly. By nature, some of the customer facing positions tend to attract primary childcare providers.

Our figures show that our mean gender annual bonus gap has greatly reduced to **minus 22.5%**, due to fewer senior male appointments and more female senior appointments. In line with the reduced bonus gap, we recognised the

importance of striving towards a balanced female and male demographic in our senior roles therefore reflecting the parity of the salaries in the upper quartiles.

It is also important to note that a part of our gender pay gap review, we are very confident there are no equal pay issues.

We have made a conscious decision to recruit senior females in the organisation whilst maintaining our flexibility to ensure that all colleagues are aware that as their caring responsibilities change, they are able to maintain flexibility and progress their careers with PeoplePlus at the same time as achieving a great work life balance.

Declaration

We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jessica Chadwick
People Director
PeoplePlus Group Ltd