

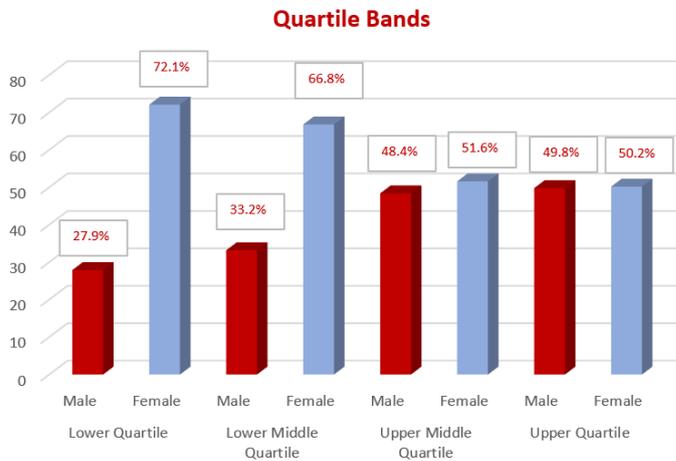
GENDER PAY GAP REPORT 2017 / 18

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 is 18.1% and the PeoplePlus median gender pay gap is **11.1%** with the mean gender pay gap being **16.4%**. Whilst we are pleased with this result, we are not complacent and are committed to addressing any differentials to ensure that everyone has the opportunity to contribute fully to making PeoplePlus a great place to work.

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



A large proportion of our roles are customer facing advisor positions 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, these roles tend to attract primary childcare providers, which in line with current societal norms tend to be women.

Our figures show that our median gender annual bonus gap has been greatly impacted by the timings of a number of key senior appointments into our organisation and is running at 88%. Whilst this is high, the figures are somewhat deceptive as very small number of people received a bonus during the reference period and despite the disparity of value, a much higher number of females received a bonus than males.

Bridging the Gap

We are proud of our flexibility and seek 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. Additionally, we are going to test and promote this flexibility at all levels, encouraging males to be flexible also.

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.

Simon Rouse
Managing Director
PeoplePlus Group Ltd