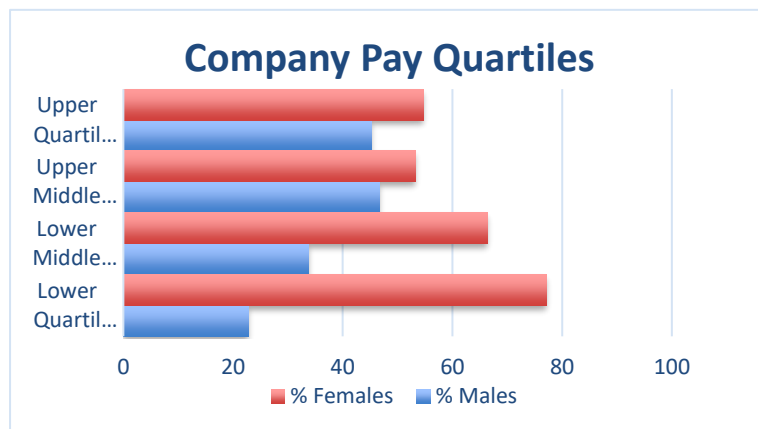


GENDER PAY GAP REPORT 2024

Working at PeoplePlus means being part of a team whose purpose is to help people transform their lives, get 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 people's lives. 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.

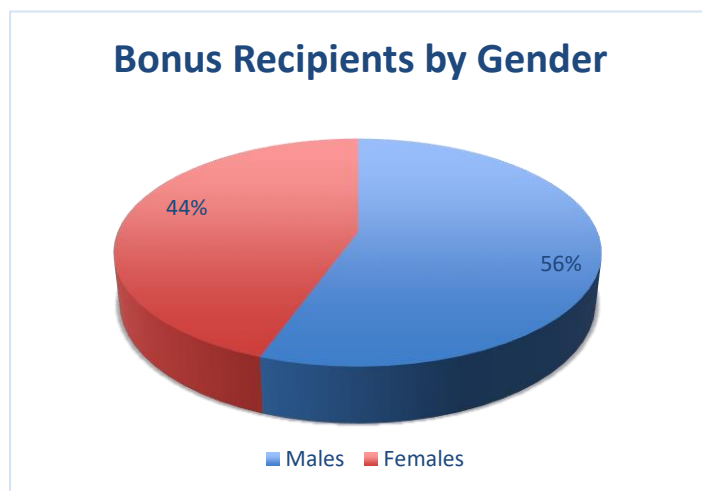
The PeoplePlus mean gender pay gap is 10.4%, with the median gender pay gap being 8.1%. **This should be viewed in comparison with the UK average of 14.3% (ONS data 2023)**



A large proportion of our roles are customer facing including advisory, teaching and training roles, which are typically at the lower and lower-middle quartiles.

We offer career development to all our employees and access is not limited by gender or any other characteristic and we are proud of our internal promotion opportunities enabling all employees to progress.

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 those positions tend to attract primary childcare providers and our gender split is c63% female in these roles. We recognised the importance of striving for a balanced female and male demographic in our senior roles and are proud of the salary comparisons in the upper quartiles detailed above.



Our figures show that our mean gender annual bonus gap has changed to 2.7%, which is impacted by our two highest earners being male. We continue to look to recruit more senior female appointments whilst maintaining our flexibility to ensure that all colleagues are aware that as their caring responsibilities might change, they are able to maintain flexibility and progress their careers with PeoplePlus at the same time as achieving a great work life balance.

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

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.



Heather Waterhouse – People Director, PeoplePlus Group Ltd