

Angard Staffing Solutions 2017 Gender Pay Report

Angard Staffing is committed to placing equality, diversity and fairness at the heart of our values, policies and everyday practices of our employees. Angard is committed to promoting fair participation and equality of opportunity for all our employees and job applicants. We aim to create an environment in which all individuals are able to make best use of their skills, free from discrimination or harassment. Angard's policy is to provide opportunities based on an employee's performance and skills.

April 2017 Total Pay Gap

The Total Pay Gap is the difference between male and female total pay, which includes pay, allowances and bonus. The figures on the right show a small gap in favour of men. This is caused by the fact that men are more likely to work shift work than women. Shift work is work during the evening or night and has a higher pay rate than daytime work. This means that men, on average, have slightly higher pay than women.

Mean	0.9%
Median	2.5%

April 2017 Total Pay Quartiles

These are the percentages of men and women in each quartile, ranked by April 2017 Total Pay hourly rate.

At Angard, all employees are operational, performing a variety of largely manual work; there are no managers. As a result, all the quartiles contain roughly comparable roles, which means that the male:female ratio is fairly consistent in each quartile. There are slightly higher percentages of men in the upper two quartiles because men are more likely to work shift work than women. As stated above, shift work is work during the evening or night and we tend to see fewer women apply. Shift work has a higher pay rate than daytime work. This is what causes the small gender pay gap in favour of men.

Quartile	Male %	Female %
Lower	61%	39%
Lower Middle	65%	35%
Upper Middle	68%	32%
Upper	64%	36%

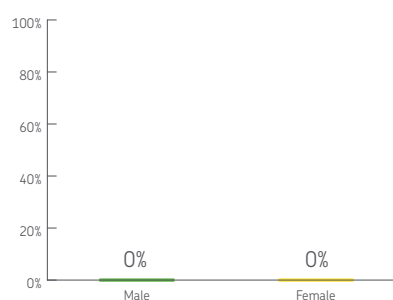
2016-17 Bonus Gap

As there are no bonuses paid, there is no gender bonus gap.

Mean	0%
Median	0%

2016-17 Proportions Receiving a Bonus

As stated previously, no bonuses are paid.



Declaration

I confirm that the data is accurate and in line with mandatory requirements.

Jon Millidge
Company Director