

Angard Staffing Solutions

2019 Gender Pay Report

Angard Staffing is committed to placing equality, diversity and fairness at the heart of our values, policies and everyday practices. 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 2019 Total Pay Gap & Pay Quartiles *at 5th April 2019*

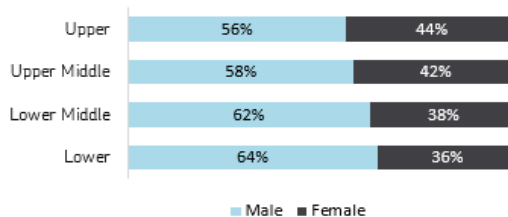
In 2019, there is a small Total Pay Gap in favour of women on both a mean and median basis. Overall, women make up 40% of the employee population, but have slightly higher representation in the upper quartiles, which aligns to the Total Pay Gap being in favour of women.

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. Pay rates are set based on service (with rates increasing after the employee has achieved the 12-week Agency Workers Regulation qualifying period), location and role, with higher pay for evening and night shifts.

April 2019 Total Pay Gap

	2018	2019
Mean	-0.8%	-3.6%
	(male < female)	(male < female)
Median	-0.9%	-2.7%
	(male < female)	(male < female)

Total Pay Quartiles



2018-19 Bonus Gap & Proportions Receiving a Bonus *in 12 months preceding 5th April 2019*

As there are no bonuses paid in Angard, there is no gender bonus gap on either a mean or median basis.

2018-19 Bonus Gap

	2018	2019
Mean	0.0%	0.0%
Median	0.0%	0.0%

Declaration

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

Sally Ashford
Company Director