

## Imperial Workforce - Gender Pay Gap Report 2020

On the snapshot date, 5th April 2020, Imperial Workforce had a combined active workforce (encompassing both directly employed staff and agency workers engaged under a contract for services) of 701 staff. Of this number 61% of staff were men and 39% were women.

In this organisation, women earn £1 for every £1 that men earn. Womens median hourly wage is 0.9% lower than mens.

Our pay by quartile expressed as a percentage is as follows:

Percentage of employees who received bonus pay	Male 1.1%	Female 1.2%
Employees by pay quartile	Male	Female
Upper quartile	65%	35%
Upper middle quartile	60%	40%
Lower middle quartile	51%	49%
Lower quartile	63%	37%

Our very low gender pay gap figure demonstrates both our commitment (and that of our customers) to ensuring that workers and employees are paid fairly and equally for their work and contribution to the business. The gender pay gap that we do have and the proportionally higher instance of women in the lower and lower middle pay quartiles, as opposed to the upper and upper middle quartiles is partly attributable to the fact that night shift work and certain skills (e.g. forklift driving/machine minding roles) attract premium pay rates and shift premia; and these areas of work remain dominated by men. We also recognise that there is a higher proportion of men doing overtime.

As an organisation, Imperial Recruitment Group values equality and diversity and we will continue to promote all opportunities equally to our workforce (both existing and prospective) in order to close our gender pay gap wherever we can.