

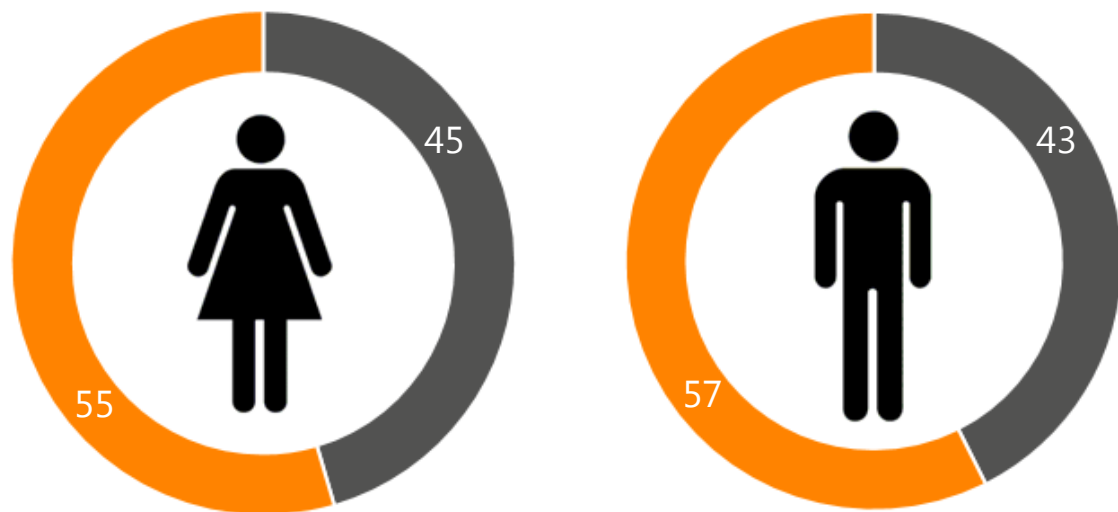
# Pay Gap Report 2018/19

## Pay and Bonus Gap

Difference between Men and Women		
	Mean	Median
Hourly Rate	21.86%	4.72%
Bonus Paid	72.50%	78.43%

This table shows the overall mean (average) and median (middle figure) gender pay gap based on hourly rates of pay taken from the period requested by HMRC (5 April 2019). You will also find the mean and median of all bonuses paid to both our male and female employees in the 2018-19 financial year.

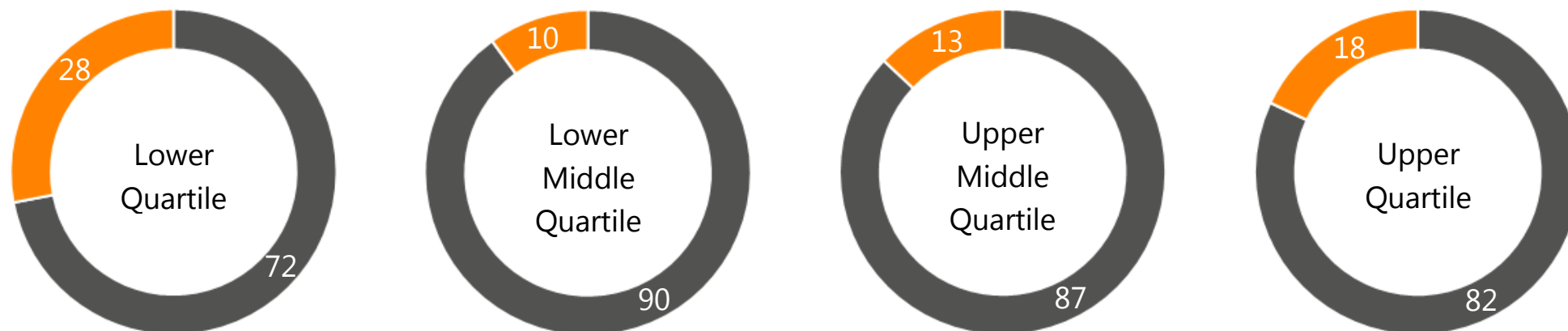
## Proportion of staff awarded bonuses in 2018-19



This shows a 2% difference between the number of our male and female employees receiving a bonus for their performance in 2018-19.

- Received a bonus (%)
- Did not receive a bonus (%)

## Pay Quartiles



The above image illustrates the gender distribution at Ardent Hire Solutions across four equal sized quartiles – each containing around 62 colleagues.



We are pleased to report decreases in the gap for both Mean Hourly Rate and the Median Hourly Paid compared to the previous year. This is due to a substantial decrease in numbers of females in the lower quartile and a small increase in the upper quartile. The Mean and Median Bonus payments are both adverse to the previous year. This has been driven by a decrease in the number of females at the upper end of the scale and a change in the Sales bonus structure, which has driven up the average bonus at the upper end of the scale.

We had previously identified that we pay equally for jobs of equal value through a job evaluation exercise. As part of this year's annual pay review we have analysed the impact of the decisions to ensure it does not adversely affect our progress. We remain committed to increasing the proportion of female colleagues at all levels of the business and so reducing the gender pay gap. In a typically male dominated industry, we know this will not be easy but we are committed to moving closer to a 50:50 gender balance at all levels.

I confirm that the data reported is accurate.

Jeremy Fish  
C.E.O.