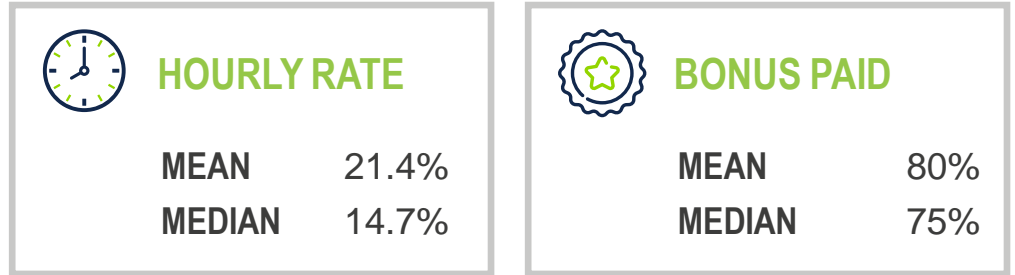


PEOPLESCOUT REPORT
2023 GENDER PAY GAP

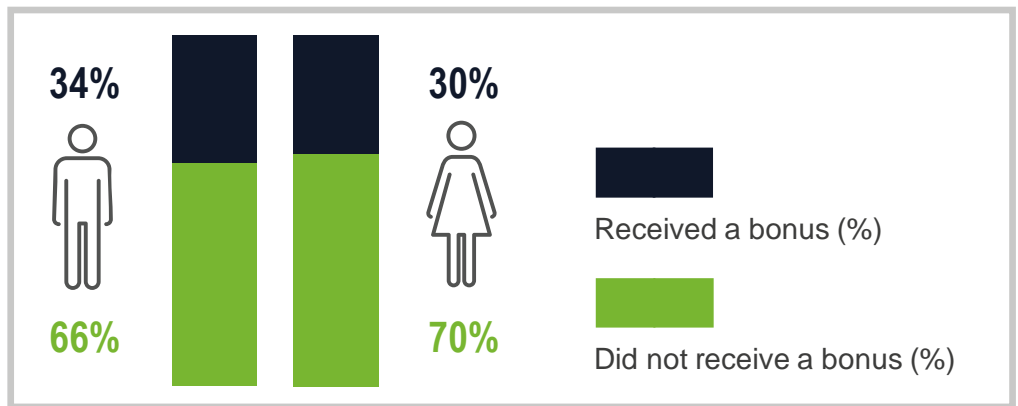
PeopleScout remains committed to closing the gender pay gap, through promoting diversity and equality in all aspects of what we do.

GENDER PAY AND BONUS GAP

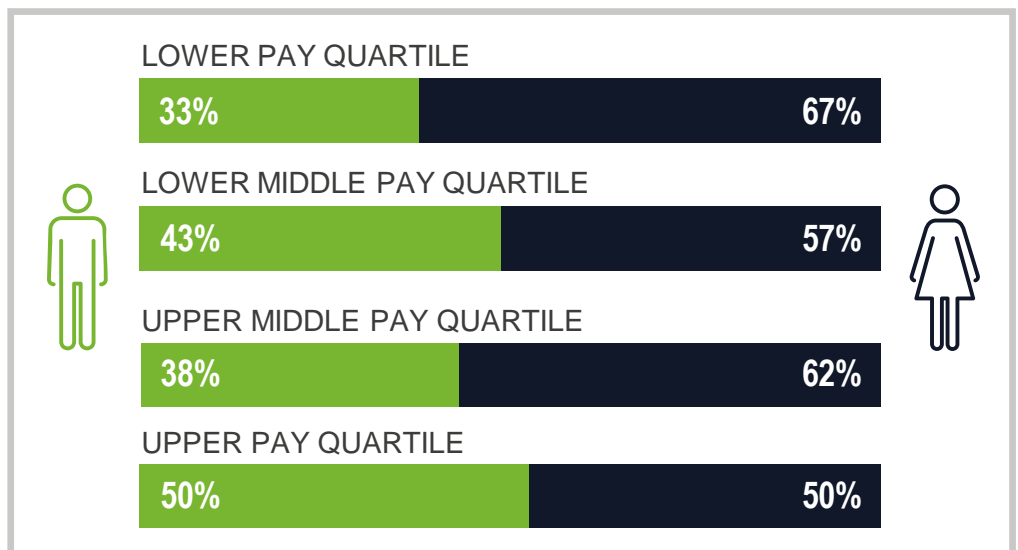


The tables above show PeopleScout’s overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date 5th April 2023. It also illustrates the mean and median difference between bonuses paid to men and women in the year up to 5th April 2023.

PROPORTION OF EMPLOYEES PAID A BONUS



PAY RATE QUANTILES



2023 GENDER PAY GAP

» OVERVIEW

On an annual basis the Government requires all UK companies with 250 or more employees to analyse its payroll and report their gender pay gap. The gender pay gap reporting illustrates the difference between average employee earnings for men and women in our business.

As a business we deeply understand our responsibilities to our people, who remain a key driving force in our continued efforts to build and maintain a diverse workforce and inclusive working environment. We remain passionate about cultivating an environment that focuses on the enablement of our people to succeed in their chosen careers. Although the gender pay gap is different to equal pay, PeopleScout are just as committed to ensuring employees are paid equally for jobs that are the same, similar or of equal value, irrespective of gender.

» APRIL 2023

Our 2023 median gender pay gap figure of 14.7% represents an increase of 2.4%. Our mean gender pay gap, which is the difference between the average hourly earnings of men and women is 21.4%, down 4.1% on 2022.

Although our median gender pay gap has increased, on balance we are not disheartened by this fluctuation as we expect to see this through the organic movement of our people which now equalises gender representation in Senior, SME and Leadership positions.

Since the previous year's report, we have shifted the dial through job architecture implementation which has enabled us to streamline our management structure to best drive achievement of our strategic goals. This has also allowed us to analyse market data enabling our application of structured compensation to our roles. We see the results of this initiative in the now aligned portion of men and women receiving bonuses, and in the increase of female representation within our upper pay quartiles.

We continue to implement initiatives that not only support our ESG and Corporate Citizenship commitments, but are designed to support the recruitment, development, learning and career advancement of our future leaders, regardless of gender. These include:

- **Career Pathways:** Equipping our employees with transparent progression prospects, including curated learning resources across multiple sources including in-house training and LinkedIn Learning.
- **Networking:** Employee connection programmes including Global Mentorship, which includes an ED&I stream that facilitates empowering partnerships to diverse groups. Our Success Coach programme promotes internal relationship building from day one of employment.
- **Development Programmes:** Manager Toolkit, Leadership Blueprint, Pathways and the Bridge programme, which are designed to support soft-skill development and leadership growth to our managers at all levels from entry to executive. All development programmes are built on the foundation of our global leadership competencies including collaboration, talent development and inclusivity, which we further embed into our performance and goal setting structures.

- **Pay Review:** We operate an annual pay review structure that actively encourages us to respond appropriately to market changes in our compensation structures, including maintenance of volume entry pay bands to the annual review of Senior, SME and Management pay including equal pay monitoring.
- **Female Talent:** Our established Developing Female Talent group maintains a cadence of activities including workshops, forums, networking events, speaker series and career panels.
- **Annual Policy Review:** With external legal support, we conduct an annual policy review to ensure legislative compliance and to identify ED&I opportunities. In recent years this review has resulted in the enhancement to our maternity pay offering and the introduction of our Menopause Policy. These policies and supplementary guidance support a culture of awareness and understanding.

We are the People Company, and our ability to create a culture that champions diversity and inclusivity is essential to who we are and what we do. So, we remain committed to closing the gender pay gap through education, conscious decision making and by fostering a culture of conscious inclusion where everyone is seen, heard, understood and valued.

Our work doesn't stop here. We will prioritise equality, diversity and inclusion in all that we do, and we will continue to take proactive steps to pursue our ultimate goal of complete gender pay parity.

I can confirm that the information in this report is accurate.

Andrew Wilkinson

Executive Leader, Group Managing Director of EMEA & APAC