

2025 Gender Pay Gap

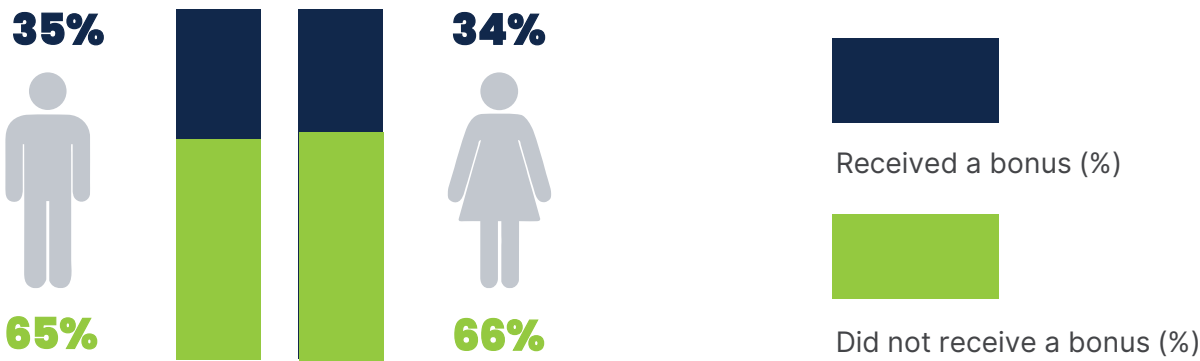
PeopleScout remains dedicated to its commitment to closing the gender pay gap, through promoting diversity, equity and inclusion as a core foundation in every aspect of how we operate.

Gender and Pay Bonus Gap

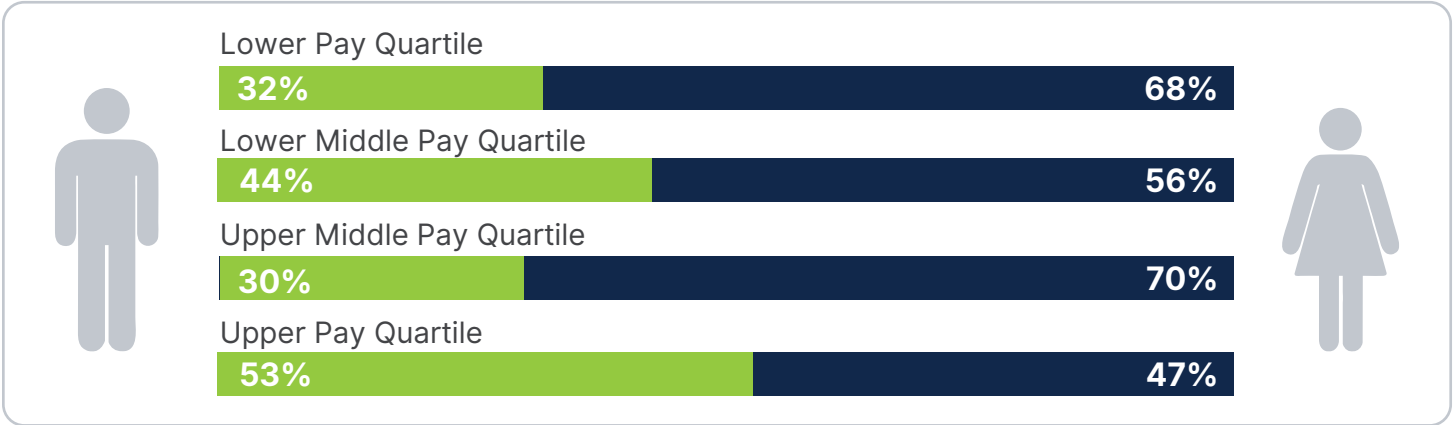


These percentages represent PeopleScout’s overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5th April 2025. It also illustrates the mean and median difference between bonuses paid to male and female employees in the year up to 5th April 2025.

Proportion of Employees Paid a Bonus



Pay Rate Quartiles



2025 Gender Pay Gap

OVERVIEW

Each year, UK companies with 250 or more employees are required to report their gender pay gap, highlighting differences in average earnings between men and women. Although PeopleScout UK had fewer than 250 employees at the snapshot date of 5th April 2025, we voluntarily publish this report to demonstrate our commitment to transparency and progress in fostering diversity, equity, and inclusion (DEI).

At PeopleScout, we cultivate a culture that empowers employees to thrive, ensuring a diverse workforce and an inclusive environment where all voices are valued. While the gender pay gap differs from equal pay, we remain dedicated to ensuring fair and equitable compensation for roles of equal value, regardless of gender or other characteristics.

APRIL 2025

Our 2025 median gender pay gap is 11.3%, a reduction of 1.5% from 2024's 12.8%. The mean gender pay gap, representing the difference in average hourly earnings, is 23.9%, down 2.3% from 26.2% in 2024. These improvements reflect our ongoing efforts to align compensation with market standards and enhance job architecture. However, the mean bonus pay gap widened to 69.0% (up 14.0% from 55.0%), and the median bonus gap increased to 34.0% (up 7.0% from 27.0%). Despite this, bonus participation grew significantly, with 35.0% of men (up 13.0%) and 34.0% of women (up 17.0%) receiving bonuses, indicating broader access to incentives.

Women's representation in the upper pay quartile increased to 47.0% (from 42.0%), while men's fell to 53.0% (from 58.0%), signalling progress in senior-level equity. The upper middle quartile saw women's share increase to 70.0% (from 67.0%). In the lower middle quartile, women's representation dropped to 56.0% (from 65.0%), with men's rising to 44.0% (from 35.0%). The lower quartile remains female-dominated at 68.0% (up from 62.0%). These shifts reflect efforts to promote women into higher pay bands, though challenges persist in lower-paid roles.

While we are encouraged by the progress made in reducing our gender pay gap and increasing women's representation in senior roles, we recognise there is more to do. Widening bonus gaps and representation trends in lower pay quartiles highlight areas for continued focus. We continue to implement and drive further initiatives that are built to support the recruiting, development and advancement of our employees, including:

- » **Career Pathways** – We will continue to review job architecture by refreshing and re-launching our career pathways to ensure all employees are aware of and understand the pathways to senior roles and ensure transparent progression opportunities for all employees.
- » **Continuing to review our reward structures** to ensure bonus opportunities and performance recognition are equitable and inclusive across all roles.
- » **Role benchmarking:** Benchmark pay and benefits against external market data to ensure competitiveness and equity.
- » **Utilising HR data** and regular employee engagement survey data to better understand and assess diversity disparities in recruiting, development and progression.
- » **Support leadership development** through our EMEA Connect programme and tailored learning and development initiatives to increase the pipeline of women and underrepresented groups in senior roles.
- » **Talent Management and Succession Planning:** Strengthen talent management through the use of tools such as the 9-box grid and succession planning, to ensure high-potential employees are identified and supported equitably.

We are the People Company, and embedding a culture that embraces diversity, and inclusion is fundamental to our identity and mission. We remain dedicated to closing the gender pay gap through education, intentional decision making, and by nurturing an environment of conscious inclusion – where all of our people are seen, heard, valued and understood.

Our commitment doesn't end here. We will continue to prioritise equality, diversity and inclusion in every practice we operate, taking proactive steps toward our ultimate goal of achieving and maintaining full pay parity.

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



Jonathan Porter
Managing Director, EMEA

CONNECT MORE.



PeopleScout, a TrueBlue company, is a global talent solutions leader, providing unmatched scalability to meet the professional, specialist, volume and contingent hiring needs of organizations of all sizes and sectors. We connect clients and talent through Recruitment Process Outsourcing (RPO), Managed Service Provider (MSP), Total Workforce Solutions (TWS), and talent and technology advisory services.

www.peoplescout.com

GLOBAL HEADQUARTERS

404 W Harrison St.,
Suite 400S
Chicago, IL 60607
United States

EMEA HEADQUARTERS

265 Tottenham Court
Road
London, W1T 7RQ UK
United Kingdom

APAC HEADQUARTERS

Level 19, Citigroup Centre
2 Park Street
Sydney 2000
Australia