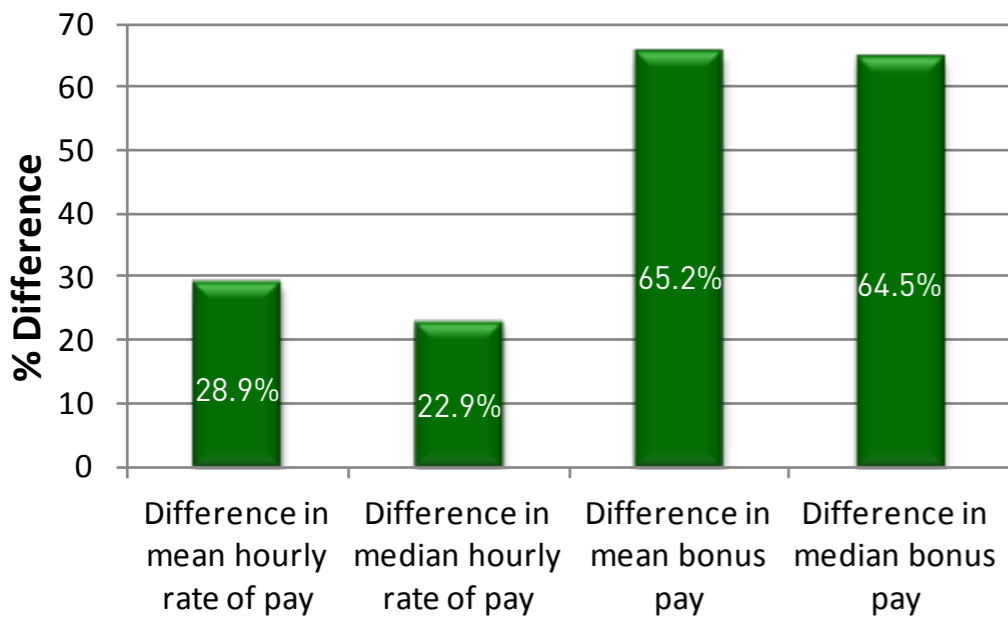


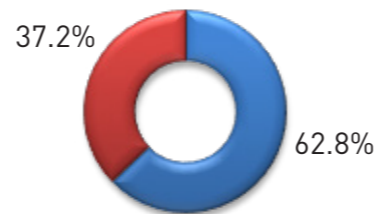
The Staffing Group Gender Pay Gap Report

The Staffing Group, is a recruitment business that consists of Extra Personnel, Single Resource and Extra Personnel Automotive, supplying workers to varied sectors to include manufacturing, automotive, engineering, food processing, logistics and professional. Each of the group companies has individually reported on the Gender Pay Gap for their relevant full pay employees. This report is purely reporting on the permanent employees of The Staffing Group. In line with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, we have produced this report to detail the Gender Pay Gap in our organisation. The report is based on payroll data using the snapshot date of 05 April 2017.

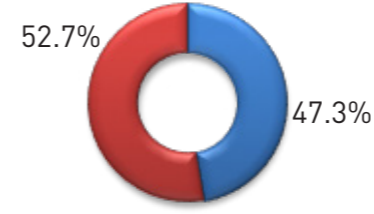
Many factors can affect the Gender Pay Gap, including proportion of men and women at different roles at different levels of seniority and more women working part time hours. Our aim is to reduce any Gender Pay Gap that is evident, the annual reporting will assist with this. The Office of National Statistics reported the overall gender pay gap for all employees in the UK as 18.1% in 2016, based on data from the Annual survey of Hours and Earnings. Our Gender Pay Gap results are shown below.



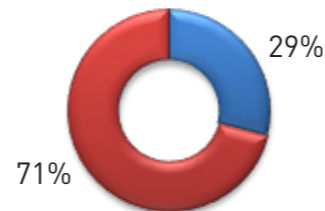
Upper Quartile



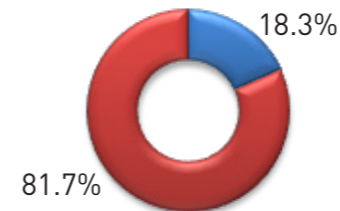
Upper Middle Quartile



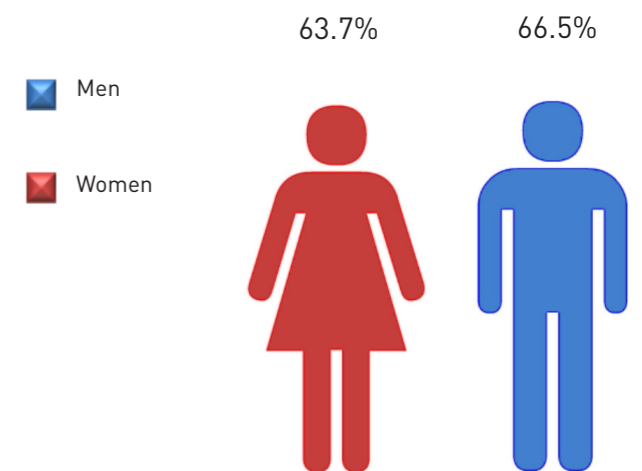
Lower Middle Quartile



Lower Quartile



Percentage of employees who receive bonus pay



Summary

The Staffing Group, majority business lies within the Industrial and Transport sectors which are historically male dominated. However, that being said the data for April 2017, shows 373 relevant full pay employees, and this was made up of 60 % female and 40 % male. The large difference can be explained by the majority of roles at our Head Office being occupied by females. The pay and bonus gender pay gaps are due to more males occupying sales and operational roles in the organisation. The majority of females occupy administration or support function roles which do not attract a bonus or if a bonus is payable it is less than in the sales environment. The quartile figures also tell this story, as the top tier is represented by 62.8% males, this will be due to the number of males in operational and sales roles in the male dominated industry. However thereafter the second quartile is more evenly spread and the lower two quartiles have more females than males and this can also be explained due to the fact that we employ 20% more females in the business.

To bridge the gap we will be looking at ways to attract more females into the operational and sales functions of the business. We will also look at ways to upskill the current workforce and promote from within. Finally we will carry out a review of all support and administration salaries to ensure that the market rates are being paid.

I can confirm the data reported above is accurate

Jeremy McGrail
Group Managing Director
March 2018