

Gender Pay Gap Report – 21 March 2025

Response Recruitment Ltd is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

We use these results to assess: -

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap. The gender pay gap shows the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings.

The results at 5 April 2024 were as follows (2023 figures in brackets): -

- The percentage of men and women in each hourly pay quarter were as follows:

| | MALE | FEMALE |
|---------------------------------|-----------|-----------|
| Upper hourly pay quarter | 57% (61%) | 43% (39%) |
| Upper middle hourly pay quarter | 47% (62%) | 53% (38%) |
| Lower middle hourly pay quarter | 62% (74%) | 38% (26%) |
| Lower hourly pay quarter | 58% (62%) | 42% (38%) |

- The mean (average) gender pay gap in hourly pay as a percentage of men's pay was -0.5% (-1.3%)
- The median gender pay gap in hourly pay as a percentage of men's pay was -0.77% (-1.1%)
- The percentage of men receiving bonus pay was 1.72% (2%) and the percentage of women receiving bonus pay was 1.09% (2%)
- The mean (average) gender pay gap in bonus pay as a percentage of men's bonus pay was -7% (67%)
- The median gender pay gap in bonus pay as a percentage of men's bonus pay was 6% (67%)



Response Recruitment Ltd is an employer which has more men in their workforce than women although the mean (average) gender pay gap in hourly pay as a percentage of men's pay was -0.5% meaning pay was slightly greater for women. The median gender pay gap in hourly pay as a percentage of men's pay was -0.77%, also slightly in favour of women.

We know that as an agency we have slightly more males register with us for work than females although all our advertising and recruitment is always aimed at both genders.

The percentage of men and women receiving bonus pay was very similar, both between 1% and 2%. However, there was a gap in our mean (average) gender pay gap in bonus pay in favour of women. Our median gender pay gap in bonus pay as a percentage of men's bonus pay changed significantly from 67% in favour of men to just 6% in favour of men. Our target last year was to reduce this gap significantly which we achieved. It is also worth noting that, in our industry of supplying short-term, blue-collar workers, it is not usual for bonus payments to be made to Temporary Workers and this would only be at the request of a client.

Our mean (average) gender pay gap and median gender pay gap are not only in the favour of women but also extremely small, so no work is required in that area as equal pay is in place. The bonus pay only affects a handful of individuals but this is very similar for both female and male employees. We have made significant inroads in that objective this last year and has been reflected in this year's report.

In conclusion, we are happy to declare that the overall difference in pay and bonuses between men and women is extremely small meaning Response Recruitment is an employer that pays equal pay to all genders.

I can confirm that this statement and the published information is accurate.

Signed:

John Devine.

Appropriate Person (Managing Director).

Response Recruitment Ltd.