

At Forde Recruitment we believe in a creating a diverse and gender balanced workforce.

| <i>Difference between men and women</i> | Mean average | Median middle |
|---|--------------|---------------|
| Gender Pay Gap | -17.5% | 0% |
| Gender Bonus Gap | 6.5% | 28.7% |

Forde Recruitment is confident that our gender pay gap is not a pay issue. The pay gap is driven by the structure of the workforce.

Our mean gender pay gap of – 17.5%, which includes full time and part time workers, is significantly below the national average of + 18.4%.

The figure is skewed due to a large proportion of our female work force being permanent staff within Forde Recruitment compared to the number of agency workers - 14 permanent staff compared to 43 agency workers (24.6%).

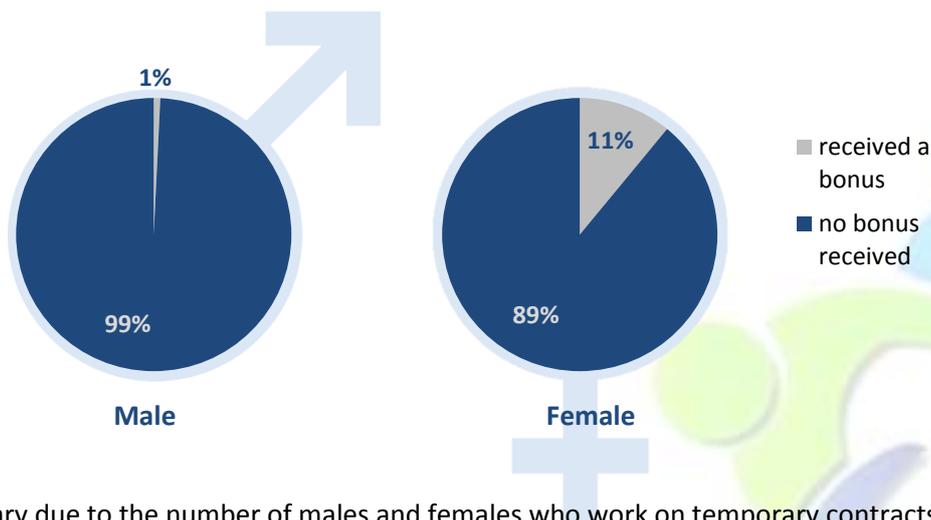
In comparison our male workforce are predominately agency workers not permanent staff - 4 permanent staff compared to 513 agency workers (0.008%).

Our median gender pay gap is 0%. We know we are paying our employees equally. The median gender pay gap figure of 0% is typically a more representative figure as the mean can be skewed due to the split between full time and part time workers.

The mean gender bonus gap is 6.5%. The bonus structures are based on performance irrespective of gender. There is a small gap in favour of men when using the mean bonus gap figure.

If we take into account the figures for one job role and work out the mean gender bonus gap, it equates to – 1%.

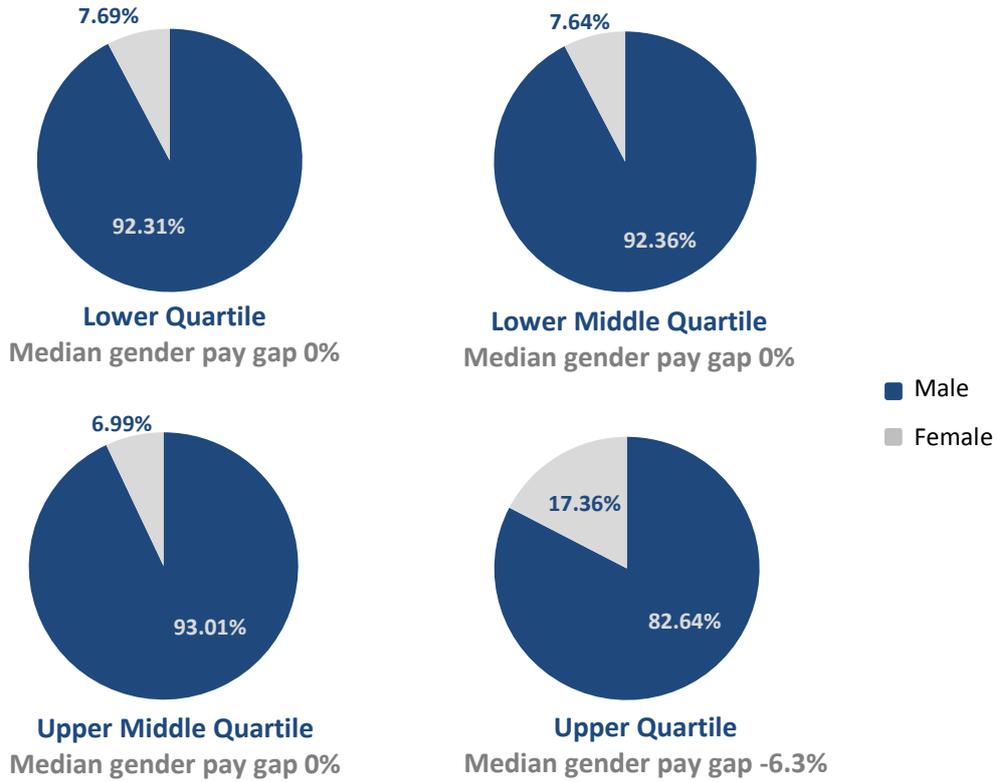
Proportion of males and females receiving bonus



These figures vary due to the number of males and females who work on temporary contracts compared to permanent staff – 556 agency workers compared to 18 permanent staff.

Pay Quartiles

Proportion of males and females in each pay quartile, each quartile contains 144 workers.

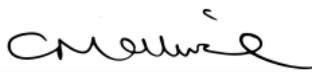


The median pay gap of -6.3% (which is in favour of women) in the Upper Quartile can again be explained by the differences in job roles.

Forde Recruitment's pay approach supports the fair treatment and reward of all staff irrespective of gender.

We can confirm that the calculations are accurate.


Amanda Garner Operations Director


Claire McIlwaine Finance Director

