

Angard Staffing Solutions 2021 Gender Pay Report

Introduction and context

Angard Staffing is committed to placing equality, diversity and fairness at the heart of our values, policies and everyday practices. Angard is committed to promoting fair participation and equality of opportunity for all our employees and job applicants. We aim to create an environment in which all individuals are able to make best use of their skills, free from discrimination or harassment. Angard's policy is to provide opportunities based on an employee's performance and skills.

Our Total Pay Gap (as at 5 April 2021)

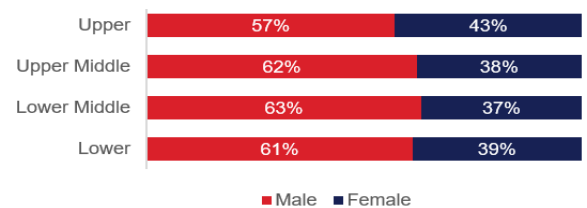
In 2021, there remained a small Total Pay Gap in favour of women on both a mean and median basis. Overall, women make up 40% of the employee population, but have slightly higher representation in the upper quartiles, which aligns to the Total Pay Gap being in favour of women.

At Angard, all employees are operational, performing a variety of largely manual work. There are no managers. As a result, all the quartiles contain roughly comparable roles. Pay rates are set based on service (with rates increasing after the employee has achieved the 12-week Agency Workers Regulation qualifying period), location and role, with higher pay for evening and night shifts.

Figure 1: Total Pay Gap

	April 2020	April 2021
Mean	-5.6% (Female>Male)	-1.6% (Female>Male)
Median	-5.8 % (Female>Male)	-1.7% (Female>Male)

Figure 2: Total Pay Quartiles



Our Bonus Gap (in the 12 months preceding 5 April 2021)

As there are no bonuses paid in Angard, there is no gender bonus gap on either a mean or median basis.

Declaration

I confirm that the data is accurate and in line with mandatory requirement.

Zareena Brown
Company Director

Figure 3: Bonus Gap

	2020	2021
Mean	0.0%	0.0%
Median	0.0%	0.0%

Figure 4: Proportion receiving a bonus

	2020	2021
Mean	0.0%	0.0%
Median	0.0%	0.0%