

ANGARD STAFFING SOLUTIONS

2023 GENDER PAY REPORT

INTRODUCTION

Angard Staffing is a dedicated recruitment partner for Royal Mail and is part of Royal Mail Group Ltd. Angard supplies flexible staffing solutions to meet Royal Mail's demand throughout the year and has around 15,000 flexible workers. As part of Royal Mail Group, Angard Staffing is committed to placing equality, diversity and fairness at the heart of our values, policies and everyday practices. This allows us to align more closely, demographically, to the communities and societies the employees of Royal Mail serve on a daily basis.

We are 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.

OUR GENDER PAY GAP CALCULATIONS

Our gender pay gap shows the differences in pay between men and women, and the distribution of across each pay quartile. It has been prepared in line with Government guidelines and is based on rates of pay as at 5 April 2023.

These calculations cover Angard Staffing Solutions only. A separate report for Royal Mail Group Ltd is on the International Distributions Services plc website.

OUR TOTAL PAY GAP AND PAY QUARTILES

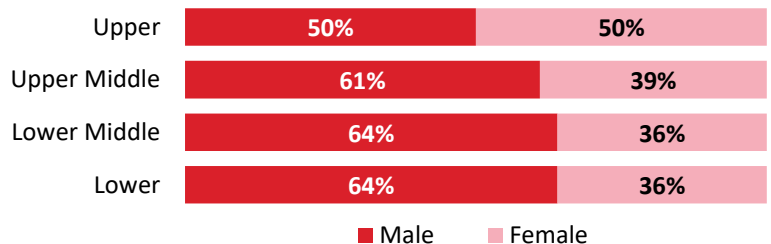
Our gender pay gap shows that in 2023 the total pay gap remains in favour of women, with the mean pay gap now at -2.5% and the median at -2.7% although this has reduced slightly from previous years. Overall, women make up around 44% of the employee population and have slightly higher representation in the upper pay quartiles. This aligns to the total pay gap being in favour of women.

At Angard, roles are operational, performing a variety of differing roles. As a result, all the quartiles contain roughly comparable roles. Pay rates vary depending on service location and role, with higher pay for evening and night shifts.

Total Pay Gap

	April 2023	April 2022
Mean	-2.5%	-2.9%
Median	-2.7%	-3.9%

Pay quartiles



OUR BONUS GAP

There are no bonuses paid in Angard which is reflected in there being no bonus gap on either a mean or median basis.

	Bonus gap	
	April 2023	April 2022
Mean	0.0%	0.0%
Median	0.0%	0.0%

	Proportion receiving a bonus	
	April 2023	April 2022
Male	0.0%	0.0%
Female	0.0%	0.0%

Declaration

I confirm that the data and information contained in this report is accurate.

S. Cunniffe

Simon Cunniffe
Company Director