



angard STAFFING

ANGARD STAFFING SOLUTIONS LTD 2024 GENDER PAY REPORT



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INTRODUCTION

Angard Staffing Solutions Ltd is a dedicated recruitment partner for Royal Mail and a subsidiary of Royal Mail Group Ltd. Angard supplies flexible staffing solutions to meet Royal Mail’s demand throughout the year and has around 17,000 flexible workers.

As part of Royal Mail Group, Angard Staffing is committed to placing equity, diversity and inclusion at

the heart of our values, policies and everyday practices and we seek to align more closely, demographically, to the communities and societies that our Royal Mail colleagues serve on a daily basis. We are committed to promoting fair participation and equality of opportunity for all our employees and job applicants.

OUR GENDER PAY GAP CALCULATIONS (SCOPE)

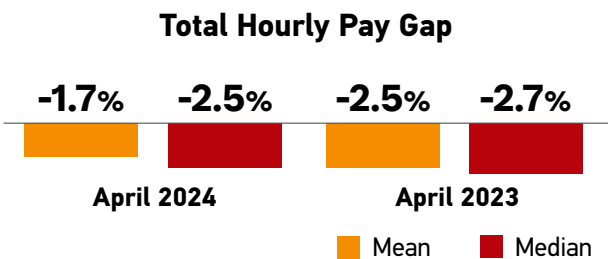
Our gender pay gap shows the differences in average hourly pay rates between men and women, and the proportion of men and women in each pay quartile. It has been prepared in line with Government guidelines and is based on rates of pay as at 5 April 2024. There are no bonuses paid in Angard; as a result there is no bonus gap in 2024 on either a mean or median basis.

This report covers Angard Staffing Solutions Ltd only. A separate report for Royal Mail Group Ltd is available on the International Distribution Services plc website, and a report for RM Property & Facilities Solutions Ltd is available on its respective website.

OUR TOTAL HOURLY PAY GAP

Our gender pay gap remains in favour of women, with the difference between the mean pay gap at -1.7% and the median at -2.5%. Both statistics have reduced slightly

from previous years due to small movements in the type of shift payments made for men and women.

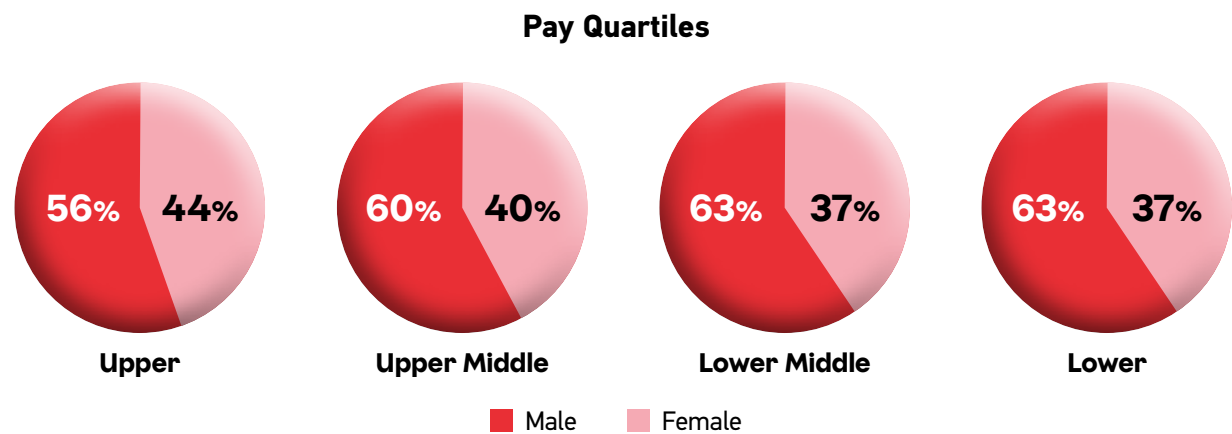


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OUR PAY QUARTILES

Women make up around 40% of our employee population and women have a slightly higher representation in the upper pay quartiles although this split has moved in favour of men this year due to slight changes in the mix of shift payments made for men and women.

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



Declaration

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

S. Cunniffe

Simon Cunniffe
Company Director