

## Gender Pay Gap Reporting

2020

At Pro-Force we are committed to ensuring that all our staff can reach their full potential. We support and value diversity in all forms and we work to create an environment where career progression is available to anyone.

This approach is taken across all levels of the business, whether it's our internal employees or our staff on assignment with our clients. We strive to be the Employer of Choice for all our staff, and welcome this opportunity to outline the steps we have taken and continue to take, to ensure both men and women have the same opportunities and support in order to succeed.

Having a committed, inclusive workforce that is representative of the wider society is vital to the ongoing success of Pro-Force, and through monitoring the pay gap we can understand it, and take action to reduce it.

**This report is covering 2020 – 2021 gender pay gap data.**

### What is the Gender Pay Gap?

The UK government has introduced a requirement for all employers to publish their gender pay gap data, effective as of April 2017. The legislation aims to highlight differences between job opportunities for men and women. The pay gap is measured as the difference between men and women's earnings per hour and is expressed as a percentage of men's pay.

It's not the same as an "equal pay", which measures the pay for males and females doing the same work. Pro-Force does not discriminate on any basis, and we are confident, through our own internal auditing, that men and women are paid equally for doing equivalent jobs.

### Pro-Force's Business

As a labour provider to the agricultural, horticultural and food processing sectors, our gender pay gap figures are affected by our large temporary workforce.

The work is typically completed by migrant workers who live and work with us. We can use this information gathered through reporting, to enable us to review our recruitment processes in order to attract both men and women to apply for roles with us.

### Gender Pay Data for 2018 – 2019

#### Hourly Pay Rates

Difference in mean hourly rate of pay	2.36%
Difference in median hourly rate of pay	0.00%

#### Bonus Pay

Percentage of staff receiving bonus pay

Male	64%
Female	36%

Differences in bonus pay

Difference in mean bonus pay	24.52%
Difference in median bonus pay	47.98%

#### Pay Quartiles

Staff by pay quartile	Male	Female
Upper quartile	64%	48%
Upper middle quartile	52%	47%
Lower middle quartile	53%	48%
Lower quartile	52%	36%