



GENDER PAY GAP REPORT 2022



Background

Established in 2005, Kaizen Workforce Solutions Ltd. is an end-to-end workplace solutions provider optimising the power of people to drive organisational and personal growth. We achieve this through our key divisions: Recruitment, Workforce Business Intelligence, Integrated Services, Academy, working in concert to meet our clients specific business needs requirements. Everyday, our dedicated staff provides services to various clients in the Logistics and Warehousing Industries.

What is the Gender Pay Gap

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It compares the pay of all men and women not just those in similar jobs, with similar working pattern, skills or experience.

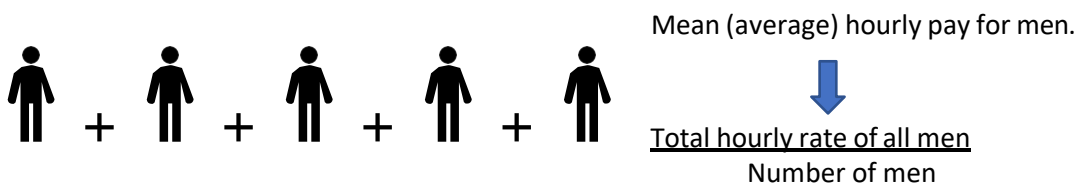
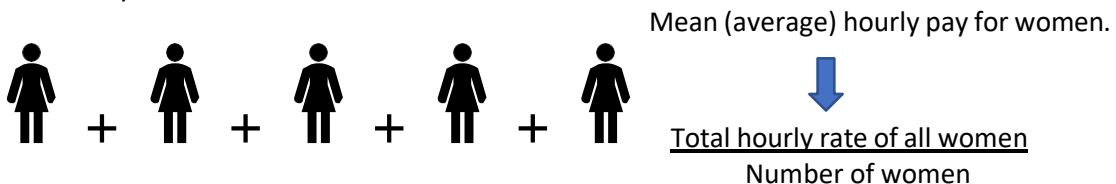
It shows the gap between what women earn as a group and what men earn as group.

The Gender Pay Gap Act 2021 requires organisations with 250 or more employees report on their hourly gender pay gap across a range of metrics. It provides an opportunity to understand and address gender imbalance within the workforce.

Calculating Gender Pay Gap

To calculate the figure, the hourly rate of all women and all men are calculated to show the mean (average) and median (mid-point) and then determining the gap between the two genders. The information required for the Gender Pay Gap Report was gathered in the week commencing 20th June 2022.

Mean Hourly Calculation



The final report will show either a positive or negative figure (expressed as percentage) in the difference between

1. the mean hourly remuneration of relevant employees of the male gender and that of the female gender
2. the median hourly remuneration of relevant employees of the male gender and that of the female gender
 - A positive percentage figure reveals that typically or overall, female employees have lower pay than male employees.
 - A negative percentage figure reveals that typically or overall, male employees have lower pay than female employees.

The Workforce at Kaizen Workforce Solutions Ltd. in scope for this report.

- 243 female staff and 2,345 male staff – All temporary staff.
- Female staff represents 9% of the total workforce.
- The workforce comprises Contract Temporary workers only.
- The majority of the high earners across the organisation are MALE
- Workers across the organisation are paid as per contractually negotiated rates. No staff receives bonus or benefit in kind.

Calculating the Gender Pay Gap at Kaizen Workforce Solutions Ltd.

To calculate the gender pay gap we have broken the staff numbers into Four (4) quartiles – from upper quartile of pay (highest earners) to lower quartile (lowest paid).

The pay quartiles are calculated by splitting all staff in the organisation into four even groups (as much as possible) according to their pay levels. Within each quartile we have express the proportion of male and female employees as a percentage.

Upper Quartile = 4% Female and 96 % Male



Upper Middle Quartile= 9% Female and 91 % Male



Lower Middle Quartile= 14% Female and 86 % Male



Lower Quartile= 10% Female and 90 % Male



Results

Mean Hourly Remuneration gap (minus) -2%

This reveals that typically or overall, male employees have lower average hourly pay than female employees

Median Hourly remuneration gap (positive) 5%

This reveals that typically or overall, female employees have lower mid point (median) pay than male employees.

What does this mean

In the main, male staff are paid 2% less than female staff at Kaizen Workforce Solutions Ltd. This is because there is a much larger proportion of male staff in the two lower quartiles, i.e. 90% in the lower Quartile and 86% in the Lower Middle quartile). However we need to consider that fluctuation in the turnover in the male workforce can have a more significant impact on the company gender pay gap.

The positive figure of 5% in the median shown in the Gender Pay Gap Report show that the male median pay rate is higher than the female median pay rate. This is because the male staff covers a wider pay spectrum.

The above mirror the warehousing and logistics sector where more males are employed to work in physically demanding roles and therefore the pool from which Kaizen Workforces Solutions Ltd. can recruit is not gender balanced.

Kaizen Workforce Solutions Ltd. is confident that the pay gaps reported show no evidence of gender bias, are not due to unequal pay for the same or equivalent work but reflects the industry in which colleagues operate, the type of roles that male and female staff are recruited for and the market salaries the these roles attract in the sector.

What are we doing about Gender Pay Gap

As an equal opportunities employer, Kaizen Workforces Solutions, Ltd. believes in appointing the best suited candidate to the role, regardless of gender or other grounds for discrimination covered by the Equality act. Kaizen Workforce Solutions can continue to explore how to attract more females in to the roles offered by its clients to create even more gender balance.

To provide a positive working environment to all, Kaizen Workforce Solutions Ltd. ensures fair, transparent and equitable pay across all roles (subject to negotiation and agreement with our clients)

We will continue to analyse data and trends and will continue to benchmark Kaizen Workforce Solutions Ltd. against similar organisations within the specific recruitment sector we operate.

