



# GENDER PAY GAP REPORT 2023



## **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 working in concert to meet our client's specific business needs requirements.

### **Kaizen Key Divisions**

#### **Recruitment.**

Through our dedicated recruitment division, Kaizen Recruitment, we profile business to understand their candidate requirement before selecting and deploying quality candidates to meet specific business needs. We apply both our business and emotional intelligence generated through experience, data, consulting and great client relationships to consistently deliver quality results.

#### **Workforce Business Intelligence.**

Kaizen Workforce Business Intelligence (Workforce BI) division provides visibility of important data and trends impacting human resource departments, supporting effective human capital management, within our clients business's. Our bespoke data intelligence platform utilises multiple data-points designed around your needs, providing real-time actionable analytics to support effective workforce decisions.

#### **Integrated Services.**

We are committed to supporting our candidates and employees develop to their full potential, driving growth and improved well-being in balance with their lives, while delivering engaged, effective and sustained workforce members to our valued partner organisations.

#### **Academy.**

Kaizen Workforce Academy division, provides a dedicated and recognisable hub for training, well-being and engagement programmes. By providing the tools and know-how for continuous professional and personal improvement, we promote a well workforce and drive 'great employer' reputations. These unique and integrated services enable our clients to reach their objectives with speed and efficiency, building competitive advantage while retaining a dynamic workforce

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.

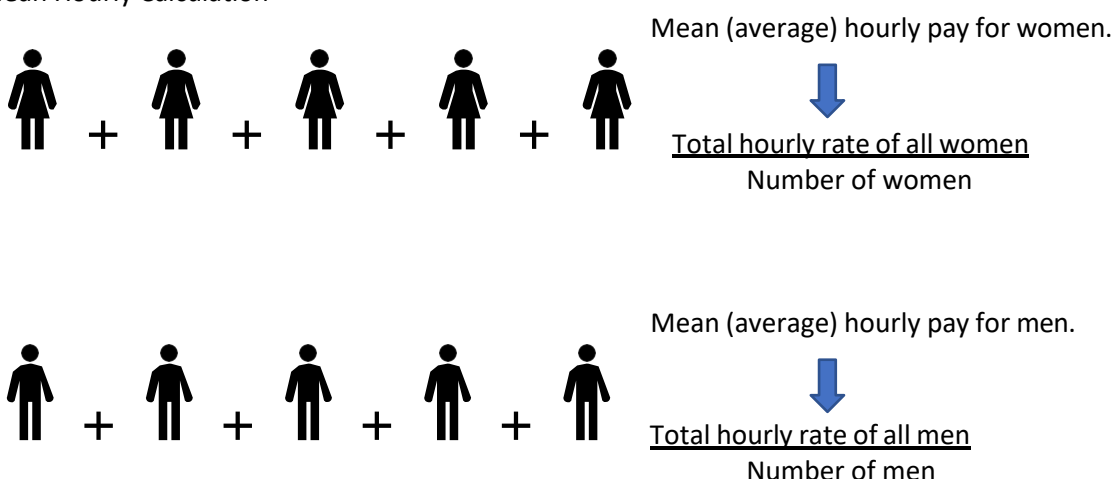
It shows the gap between what women earn as a group and what men earn as group.

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 19<sup>th</sup> June 2023.

### 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.

- 573 female staff and 2,073 male staff – All temporary staff.
- Female staff represents 22% 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 expressed the proportion of male and female employees as a percentage.

Upper Quartile = 12% Female and 88 % Male



Upper Middle Quartile= 18% Female and 82 % Male



Lower Middle Quartile= 27% Female and 73% Male



Lower Quartile= 30% Female and 70 % Male



## Results.

### **Mean Hourly Remuneration gap (positive) 4%**

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

### **Median Hourly remuneration gap (minus) -3%**

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

## What does this mean.

In the main, female staff are paid 4% less than male staff at Kaizen Workforce Solutions Ltd. This is because there is a much larger proportion of male staff in the two upper quartiles, i.e. 88% in the upper Quartile and 82% in the upper Middle quartile). However we need to consider that fluctuation in the turnover in the female workforce (maternity, etc...) can have a more significant impact on the company gender pay gap.

The negative figure of -3% in the median shown in the Gender Pay Gap Report shows that the female median pay rate is higher than the male median pay rate. This is because the female staff covers a narrower pay spectrum with less staff quantity.

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 by nature.

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 that 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.



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