

QUEST EMPLOYMENT 2023 GENDER PAY STATEMENT



INTRODUCTION TO GENDER PAY REPORTING

Quest Employment is a supplier of flexible workers to clients predominantly within the distribution, warehouse and food production sectors. We also have a small proportion of workers in the commercial sector, covering call centre and general administration work, and in the technical sector.

When we say **People are our priority**, we mean it. We are proud to be an employer that supports a very diverse workforce. We are committed to creating an inclusive work environment where the whole workforce feels welcomed, valued for their contributions and fully engaged with our business. At Quest, we are dedicated to the belief that individuals should be compensated competitively and fairly based on their role and skills. Opportunities within our business are open to all people equally, and we encourage career progression in all of our workers.

The gender pay gap data within this report looks at two distinct types of employees; firstly, our flexible workforce, working at our client's premises fulfilling our client's staffing needs, secondly, our permanent employees, working in our branch network and support staff working centrally.

Lynn Banks

Finance Director

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UNDERSTANDING OUR GENDER PAY REPORT

We are required to publish figures detailing the differences in pay between male and female workers across our entire workforce regardless of job role.

Gender pay reporting is different to equal pay



Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.



The gender pay gap shows the difference in the average pay between all men and women in a workforce.

What are the calculations?

We are required to publish six calculations showing:

1. average gender pay gap as a mean average (the difference between the average of men's and women's pay)
2. average gender pay gap as a median average (the difference between the midpoints in the ranges of men's and women's pay)
3. average bonus gender pay gap as a mean average (the difference between the average of men's and women's bonus)
4. average bonus gender pay gap as a median average (the difference between the midpoints in the ranges of men's and women's bonus)
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

OUR RESULTS FOR 2023

As we have two distinct types of workers at Quest, we feel it is important to publish results for the sectors separately, so this report will set out figures for the flexible workforce and permanent workforce separately.

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FLEXIBLE WORKFORCE

At Quest, the majority of our flexible workforce are blue collar workers, paid at National Minimum Wage/Living Wage or just above. Workers rates of pay are set for the job role that they do, so workers are paid the same, regardless of gender.

We do have a higher proportion of male workers at 59.6% and this is due to the type of work we specialise in attracting more male applicants than female.

Mean Gender Pay Gap

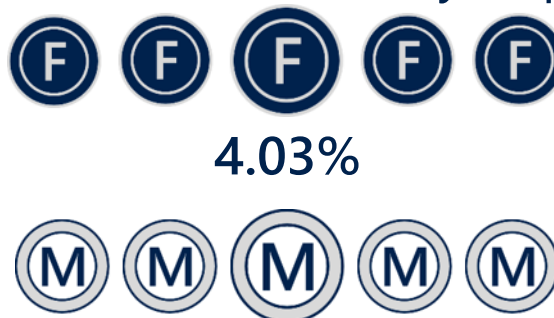
8.92%



The difference between the **average** of men's and women's pay

Median Gender Pay Gap

4.03%



The difference between the **midpoints** in the ranges of men's and women's pay

Our mean gender pay gap for our flexible employees is 8.92% in favour of men. We would expect our mean gender pay gap to be small as our workers are all paid equally, with rates set for the job role and the majority of the workforce are paid at National Minimum Wage or just above.

Although the gap is still small, it is higher than previous years, but as demonstrated in the quartile data, we have noticed a higher percentage of men in the lower middle, upper middle and higher quartiles, so we believe this is the reason for the increase.

Our median gender pay gap for our flexible employees is 4.03% in favour of men. We would expect this gap to be small as our workers are all paid equally, with rates set for the job role regardless of gender.

We had no flexible employees receiving a bonus in the snapshot week.

We feel the small differences shown above are explained by different roles undertaken by our male and female flexible employees, as all workers are paid equally for the same role regardless of their gender. Previous years also shown small differences. The mean gender pay gap in previous years has been in favour of both men and women, and several years have shown no median gender pay gap.

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Quartile Pay Bands

These quartiles represent the pay rates from the lowest to the highest for our flexible workforce split into four equal sized groups, with percentage of men and women in each quartile.

The four quartiles we see below demonstrate that our lower quartile has an even distribution of around 50% for men and women, yet as detailed previously men make up 59.6% of the flexible workforce at Quest. The data shows that we have a higher percentage of men in higher paid/skilled jobs than women, with around 63% of men in the lower middle, upper middle and upper quartiles.

Lower Quartile



■ 49.23% Men
■ 50.77% Women

Lower Middle Quartile



■ 63.46% Men
■ 36.54% Women

Upper Middle Quartile



■ 63.08% Men
■ 36.92% Women

Upper Quartile



■ 63.32% Men
■ 36.68% Women

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PERMANENT EMPLOYEES

At Quest, women make up 58.7% of our permanent workforce, with 12.5% working reduced hours. Our senior staff are all full time, with 15.9% of women being in managerial positions, and 29% of men.

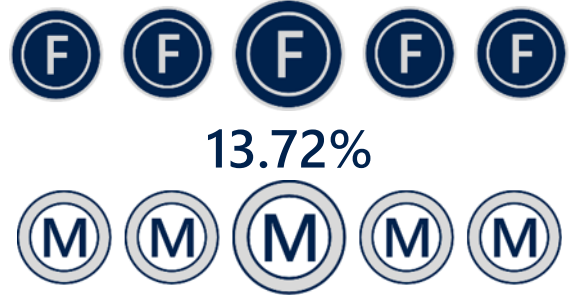
Mean Gender Pay Gap

18.89%



The difference between the **average** of men's and women's pay

Median Gender Pay Gap



13.72%

The difference between the **midpoints** in the ranges of men's and women's pay

Our mean and median pay gaps are higher with our permanent workforce, the obvious reason being the higher percentage of women working reduced hours than men. Part time workers have a much lower average pay, as they are only paid for working a proportion of the hours.

Our Head Office based support staff also work standard office hours, rather than the extended branch hours, 90% of Head Office are female, so this would also reduce the average pay for women, due to the reduced hours.

Quest Employment are confident that men and women are paid equally for doing equivalent jobs across our business, and are proud to be an employer that looks to accommodate flexible working patterns for people that require them.

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Employees receiving a bonus

Our bonus and reward schemes are multi-faceted. They vary between performance related bonuses for sales staff and profit related bonuses for branch and support staff. Different job roles may have different bonus schemes, but bonus packages are the same for all employees doing the same role, so there is actually no gender gap at all in the bonus schemes we offer.



We have a slightly higher percentage of women earning bonus than men, but this does not reflect in the mean percentage, because of the number of part time women employees, whose bonus is paid pro rata on the hours they work.

Our Median bonus gap this year is in favour of women, which is due to the performance and profit related bonus being higher for women in the snapshot period.

Mean Gender Bonus Gap

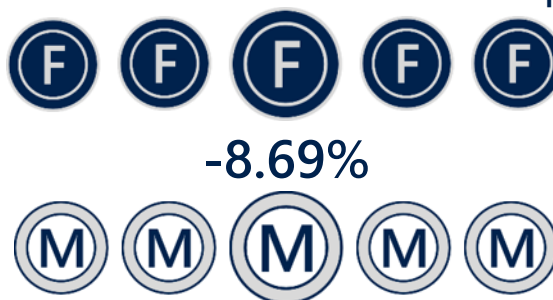
9.69%



The difference between the **average** of men's and women's bonus

Median Gender Bonus Gap

-8.69%



The difference between the **midpoints** in the ranges of men's and women's bonus

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Quartile Pay Bands

These quartiles represent the pay rates from the lowest to the highest for our permanent employees split into four equal sized groups, with percentage of men and women in each quartile.

As detailed previously, women make up 58.7% of the permanent workforce at Quest, so there are more women than men in all of our pay quartiles, with the exception of the upper middle. This is due to the higher number of men in managerial positions within this quartile.

The higher percentage of women in the lower quartile is due to the higher number of women in this pay bracket. As mentioned previously Quest Employment are confident that men and women are paid equally for doing equivalent jobs across our business.

Lower Quartile



■ 22.22% Men
■ 77.78% Women

Lower Middle Quartile



■ 47.22% Men
■ 52.78% Women

Upper Middle Quartile



■ 55.56% Men
■ 44.44% Women

Upper Quartile



■ 42.86% Men
■ 57.14% Women

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