

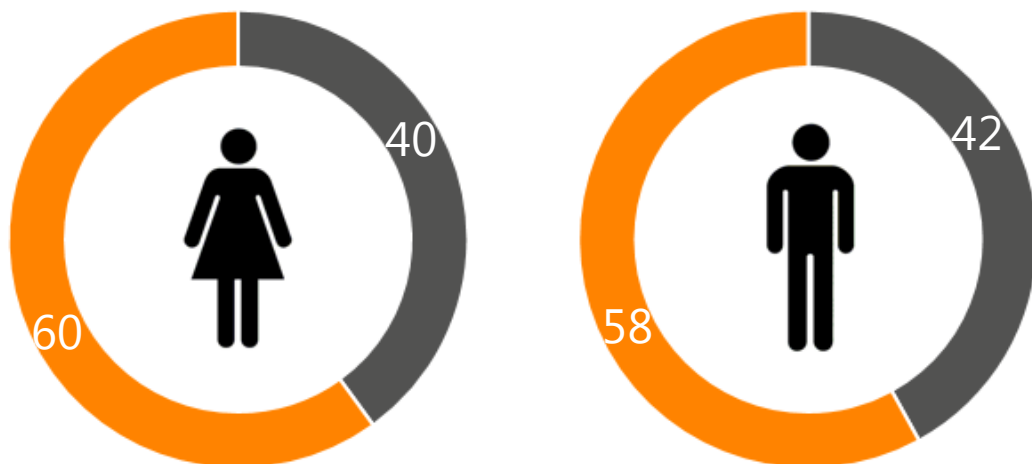
# Pay Gap Report 2017/18

## Pay and Bonus Gap

Difference between Men and Women		
	Mean	Median
Hourly Rate	25.95%	16.06%
Bonus Paid	44.6%	63.8%

This table shows the overall mean (average) and median (middle figure) gender pay gap based on hourly rates of pay taken from the period requested by HMRC (5 April 2018). You will also find the mean and median of all bonuses paid to both our male and female employees in the 2017-18 financial year.

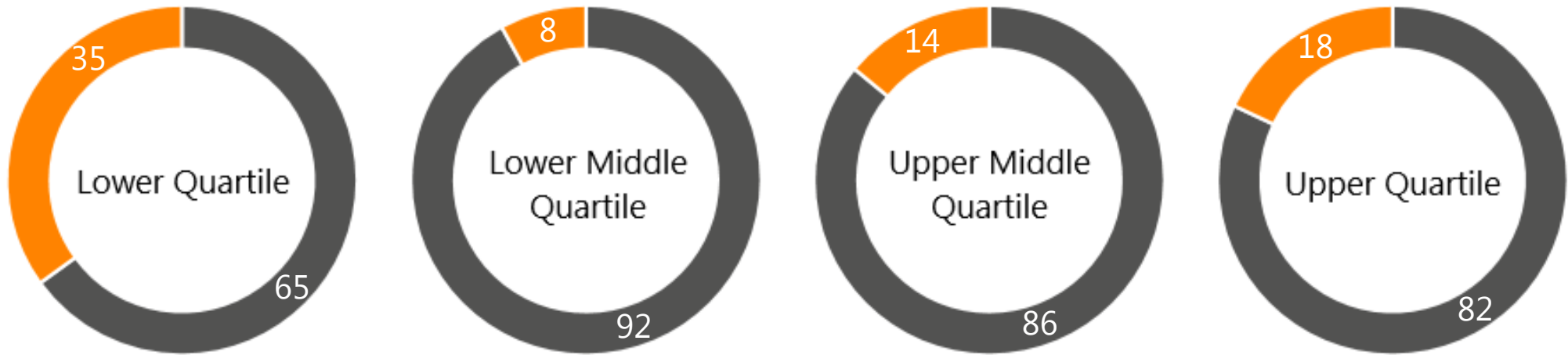
## Proportion of staff awarded bonuses in 2017-18



This shows a 2% difference between the number of our male and female employees receiving a bonus for their performance in 2017-18.

- Received a bonus (%)
- Did not receive a bonus (%)

## Pay Quartiles



The above image illustrates the gender distribution at Ardent Hire Solutions across four equal sized quartiles – each containing just under 70 colleagues.



When compared to last year's report, the figures are very disappointing for the Mean Hourly Rate and the Median Bonus Paid. Analysis of the data shows that the figures have been adversely impacted by the departure of a senior female colleague and a change in the bonus arrangements leading to increased bonus payments for a significant section of colleagues who are all male.

As promised in our report last year, we have now undertaken a job evaluation exercise. This has demonstrated, as expected, that for the majority of pay grades there is equal pay for work of equal value and the disparity is due to under representation at senior levels. We are committed to reducing the gender pay gap. We have joined the Women into Construction organisation and started an internal group to support initiatives to increase the number of females in management and senior roles. In a typically male dominated industry, we know this will not be easy but we are committed to moving closer to a 50:50 gender balance at all levels.

I confirm that the data reported is accurate

Jeremy Fish  
C.E.O.