

## **Firstsource**

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### **Gender Pay Report – April 2020**

The following statement shows our gender pay gap as at April 5<sup>th</sup> 2020 in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Gender Pay Calculations

### Employee Quartiles

Table 1 – % of Gender within Employee Quartiles					
Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Females	41.04%	41.99%	42.71%	43.90%	<b>42.41%</b>
Males	58.96%	58.01%	57.29%	56.10%	<b>57.59%</b>
<b>Total</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>	<b>100.00%</b>

### Mean Gender Pay Gap

Table 2 – Average (Mean) Gender Pay Gap						
Group	Male	Mean Hourly Rate in Group	Female	Mean Hourly Rate in Group	Mean Gender Pay Gap	
					Difference - £	Difference - %
<b>All Employees</b>	2,891	9.97	2,129	9.96	<b>0.02</b>	<b>0.15%</b>

### Median Gender Pay Gap

Table 3 – Median Gender Pay Gap						
Group	Male	Median Hourly Rate in Group	Female	Median Hourly Rate in Group	Median Gender Pay Gap	
					Difference - £	Difference - %
<b>All Employees</b>	2,891	8.78	2,129	8.84	<b>-0.05</b>	<b>-0.61%</b>

## Bonus

Table 4 – Bonus Data					
Gender	All Employees	Bonus Recipients	% Of Workforce by Gender	Average Payment	Median Payment
Males	2,891	2,011	69.56%	2,290.60	872.72
Female	2,129	1,291	60.64%	1,838.05	600.00
<b>Total</b>	<b>5,020</b>	<b>3,302</b>	<b>65.78%</b>	<b>452.55</b>	<b>272.55</b>

Women's Bonus pay is		
Mean	19.76%	Lower than Men
Median	31.25%	Lower than Men

The Proportion of Employees that received a Bonus Payment by Gender is		
Male	69.56%	Receive Bonus Pay
Female	60.64%	Receive Bonus Pay

Since our last report we have witnessed minimal movement in the gender pay gap at Firstsource – it remains close to parity between genders. Mean GPG shows a 0.15% gap in favour of males whereas Median GPG shows a 0.61% gap in favour of females. This is in line with our business sector including competitors where the GPG is close to zero.

In terms of bonus payments, we have seen a reduction in the proportion of employees receiving a bonus. There is still a gap between the genders which can be linked to flexible working which, while available to all employees, is still dominated by female employees. As such, their male counterparts may be working up to twice the amount of hours enabling them to earn more.

I hereby confirm the aforementioned data is correct.

Signed: 

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SVP HUMAN RESOURCES