

Firstsource

Gender Pay Report – April 2023

The following statement shows our gender pay gap as at April 5th 2023 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	50.98%	47.23%	46.72%	47.35%	48.07%
Males	49.02%	52.77%	53.28%	52.65%	51.93%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

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 - %
All Employees	2,436	14.26	2,255	12.80	1.46	10.23%

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 - %
All Employees	2,436	11.01	2,255	11.01	0	0%

Bonus

Table 4 – Bonus Data					
Gender	All Employees	Bonus Recipients	% Of Workforce by Gender	Average Payment	Median Payment
Males	2,436	633	25.99%	3,785.49	2,917.34
Female	2,255	448	19.87%	2,987.49	2,382.04
Total	4,691	1,081		3386.49	2,649.87

Women’s Bonus pay is		
Mean	21.08%	Lower than Men
Median	18.34%	Lower than Men

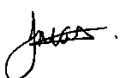
The Proportion of Employees that received a Bonus Payment by Gender is		
Male	25.99%	Receive Bonus Pay
Female	19.87%	Receive Bonus Pay

We continue to maintain the 0% gap based on Median GPG. Our Mean GPG has increased to 10.23% gap in favour of males. This is linked to the departure of a number of female staff in high value positions which have not been replaced like for like alongside recruitment of senior management with high value salary.

In terms of bonus payments, we have seen another reduction in the proportion of employees receiving a bonus which is linked to changes across campaigns. 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 since majority of those earning bonus are in a sales role.

I hereby confirm the aforementioned data is correct.

Signed:



Joanne Carlin

SVP – Human Resources