



Gender Pay Gap Report 2018



Huntress

Understanding the Gender Pay Gap

The gender pay gap is the difference in average pay between men and women based on hourly rate. This differs from equal pay which refers to paying a man and a woman the same amount for the same or similar work.

The mean gender pay gap:

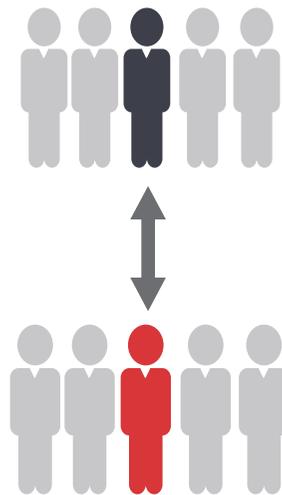
The mean is the average value of a given set of data. The legislation requires organisations to measure the difference between men's average hourly pay rate and that of women.

A negative figure means that women's average hourly pay is higher than that of men.

The median gender pay gap:

The median is the middle value in a given set of data, dividing the data set into two equal parts.

The median gender pay gap is the difference between the median hourly pay rate of women and that of men.



Bonus gap:

The mean bonus gap is the difference between the mean bonus pay to men and that paid to women.

The median bonus gap is the difference between the men's median bonus pay and that of women's.

The quartile pay bands:

Quartiles divide a set of data into four equal quarters where each quartile represents 25% of the population. Quartile pay bands show the proportions of men and women in each of the quartiles.

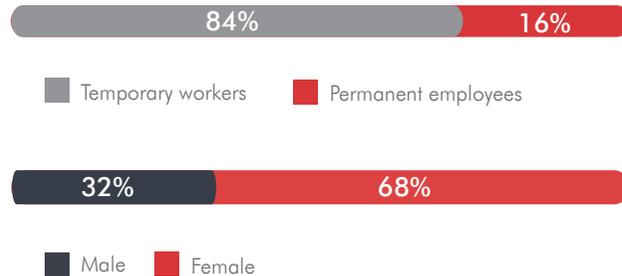
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The company is required to report on the overall Huntress workforce. For the purpose of gender reporting, our workforce includes a very large number of temporary workers engaged by our clients over which we have very limited influence on pay and bonus rates. Temporary workers make up 84% of Huntress' total workforce.

Our results

Huntress focuses on three disciplines, Office Support, IT and Accounting & Finance across multiple industries. Nearly 95% of our temporary workers were placed within the Office Support division (compared to just over 90% last year) which attracts a majority of women candidates.

The data on this page shows Huntress' overall median and mean gender pay and bonus gap at the snapshot date of 5th April 2018 and bonuses (including commissions) paid in the year to 5th April 2018, for Huntress total workforce.



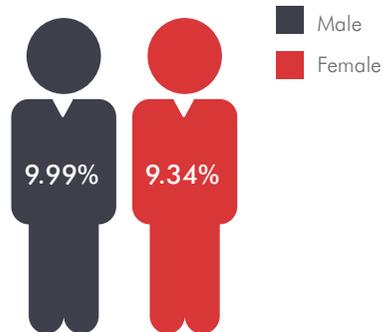
Gender pay gap

Mean	15.86%
Median	-12.18%

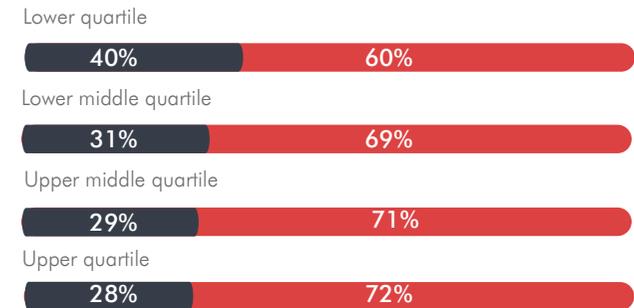
Gender bonus gap

Mean	10.83%
Median	-58.54%

Bonus proportions



Proportion of male and female in each quartile



Overall the mean gender pay gap at Huntress is 15.86% and the mean bonus gap is 10.83%.

A similar proportion of men and women, of the total workforce, have received bonuses in the year to 5th April 2018.

The quartile percentages also show that women are consistently represented.

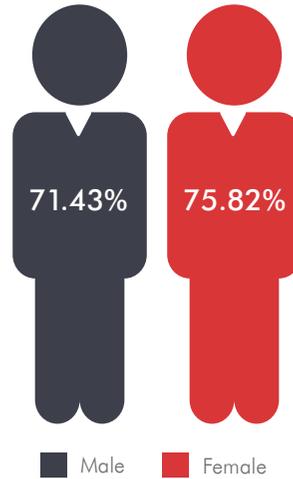
Huntress Specific Analysis – Permanent Employees

Understanding the gap

The mean gender pay gap is around 22% in favour of men, compared to 24% the previous year. The breakdown of this figure gives us interesting and positive insight as to how employees are paid.

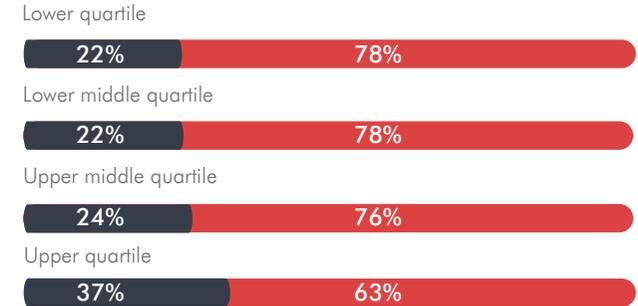


Bonus proportions



The statistics related to the bonus figures reveal that slightly more women (76%) receive a bonus compared to men (71%). Whereas, in the previous year more men (75%) received a bonus payment compared to women (70%). The mean bonus gap is 30.18% in favour of men and the median bonus gap is 58.54% in favour of women.

Proportion of male and female in each quartile



Looking at the pay quartiles, women who constitute 74% of Huntress employees, are under represented in the upper quartile (63%). However, women are consistently represented in all three other quartiles.

Gender pay gap

Mean	22.42%
Median	15.17%

Gender bonus gap

Mean	30.18%
Median	-58.54%

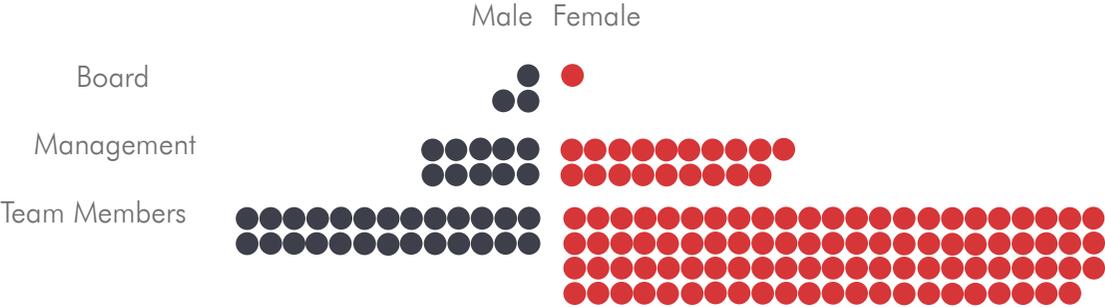
Huntress Specific Analysis – Permanent Employees

Mean gender pay gap - detailed

Excl. Board	4.49%
Board	27.30%
Management	5.26%
Team Members	3.14%

The mean gender pay gap for team members and management together is 4.5% in favour of men, down from 11.3% last year. These two groups represent over 97% of Huntress employees.

Huntress employee categories by gender



Building an inclusive business

At Huntress we are committed to creating an inclusive, supportive and diverse business. Whilst our management team will continue to promote a meritocratic culture through our career pathways that give a transparent view of targets for promotion (regardless of gender), we know there is always more that we need to do;

Creating a flexible and inclusive working environment

At Huntress, we are committed to providing women with rewarding and fulfilling careers, with 23% of women currently working flexibly (without affecting their earning opportunity). This year we will also be working towards the Working Forward pledge led by the Equality and Human Rights commission, supporting pregnant women and new working parents in the workplace. We have a high number of positive case studies within the business of how we support working parents and pregnant women, which we will be actively sharing with the business. This is to help increase the confidence of our employees in coming forward to request this and increase awareness of our pledge.

Investing in our management

As we continue to invest in the training and development of our people, we also recognise the need to upskill our management team in order to give our employees access to coaches across the business. Huntress have invested in OpenBlend, a tool that will be rolled out across the business in stages over the next 12 months. This enables employees to not only be coached around their career goals and personal objectives, but also around their ability to manage stress and their confidence levels. This tool also enables the person being coached to talk about what 'blends' in to their work life, such as spending time with family, working more flexibly or having more time to focus on their health and fitness.

Listening to the needs of our people

We are passionate about listening to the needs of our people, whether this be via anonymous surveys around engagement and wellbeing, structured feedback sessions or 'text the boss'. However, what is more important to us is ensuring that action is taken to support and engage them. This is why we have a dedicated focus group that is tasked with actioning and measuring our people strategy for the business. They meet monthly to discuss new feedback, check our progress against current commitments and feed this back effectively to the business. We will also be using the data from OpenBlend to ensure that we offer our employees an increasingly supportive and inclusive working environment.