

Gender Pay Gap Report
2017



Huntress



What is the Gender Pay Gap?

Under new legislation, companies with more than 250 employees are required to publish their gender pay gap in an effort to make companies more transparent about the way their people are paid. 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. We believe that only through transparency will we be able to identify the issues we are facing and therefore find solutions to overcome them.

Huntress aims to provide all employees with fulfilling and rewarding careers. Our meritocratic culture ensures that people can achieve their full potential at their own pace regardless of their gender.

The mean gender pay gap:

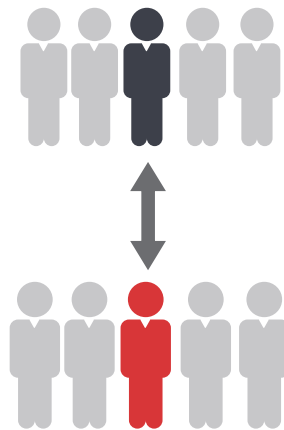
The mean is the average value of a given set of data. The legislation requires organisations to measure the difference between men's average hourly pay rate and that of women.

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 which 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 the 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.

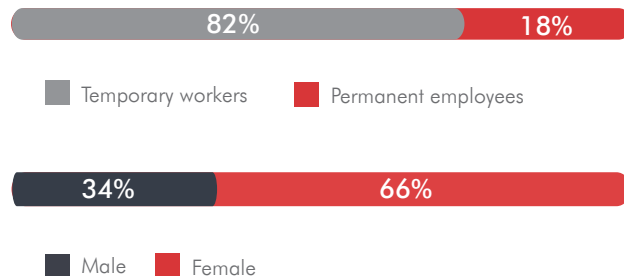
Our Overall Results

The company is required to report on the overall Huntress workforce. For the purpose of gender reporting our workforce included a very large number of temporary workers engaged by our clients over which we have very limited influence on pay and bonus rates.

Understanding the gap

Huntress focuses on three disciplines, Office Support, IT and Accounting & Finance across multiple industries. Over 90% of our temporary workers were placed within the Office Support division which attracts a majority of women candidates.

The data on this page shows Huntress's overall median and mean gender pay and bonus gap at the snapshot date of 5th April 2017 and bonuses (including commissions) paid in the year to 5th April 2017, for Huntress total workforce.



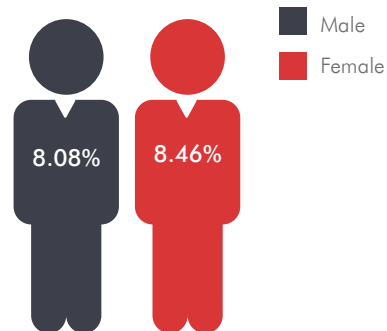
Gender pay gap

Mean	16.29%
Median	0%

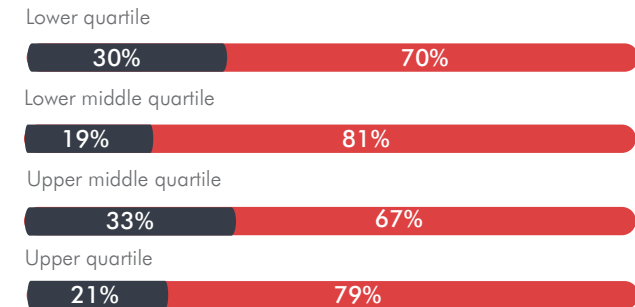
Gender bonus gap

Mean	-23.25%
Median	-156.90%

Bonus proportions



Proportion of male and female in each quartile



Overall the mean gender pay gap at Huntress is 16.29%.

With regards to mean bonus gap, women are paid better than men with a positive gap of 23.25% in favour of women. It is also worth noting that a similar proportion of men and women, of the total workforce, have received bonuses in the year to 5th April 2017.

The quartile percentages also show that women are consistently represented specifically in the upper middle and upper quartile.

Huntress Specific Analysis – Permanent Employees

Understanding the gap

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

The median pay gap is 6.22% which is lower than the mean. This implies that there are a larger number of higher earners and lesser number of lower earners comparatively.



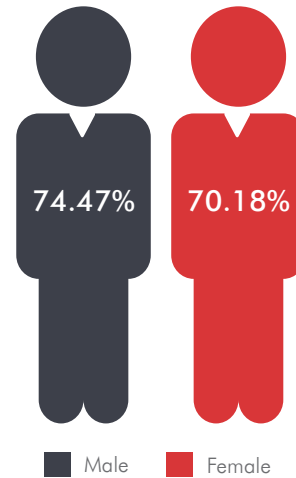
Gender pay gap

Mean 23.99%
Median 6.22%

Gender bonus gap

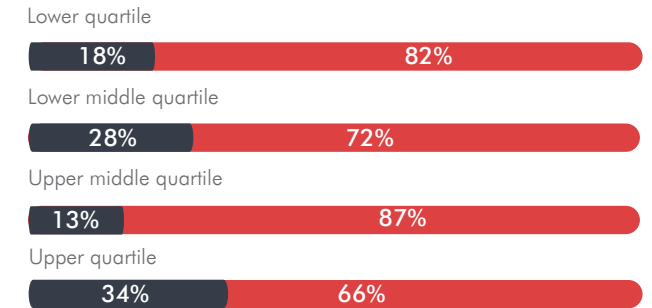
Mean 4.63%
Median -45.77%

Bonus proportions



The statistics related to the bonus figures reveal a similar proportion of women and men receiving bonus payment. The mean bonus gap is 4.63% in favour of men and the median bonus gap is 45.77% in favour of women.

Proportion of male and female in each quartile



Looking at the pay quartiles, women who constitute 77% of Huntress employees, are over represented in the lower and upper middle quartiles and women are under represented in the upper quartile.

Huntress Specific Analysis – Permanent Employees

Mean Gender Pay Gap - detailed

Excl. Board	11.29%
Board	-3%
Management	3.8%
Team Members	2.47%

In fact the mean gender pay gap for team members and management are respectively 2.5% and 3.8% in favour of men. Together these two groups represent over 97% of Huntress employees which indicates that even though their respective mean gender pay gap is minimal, at a company level, the overall mean gender pay gap is greater.

Huntress management team will continue to promote a meritocratic culture through the career pathway which gives transparent targets for promotions regardless of gender. Huntress is also committed to providing women with rewarding and fulfilling careers with 21% of women currently working flexibly, without affecting their earning potential. We will work towards the Working Forward pledge led by the Equality and Human Rights commission, supporting pregnant women and new working parents in the workplace.

Huntress Employee Categories by Gender

