

# pontoon

Gender Pay Gap Report



# We believe in talent not in labels

We are pleased to set out Pontoon's (a member of the Adecco Group) 2022/23 Gender Pay Gap Report, as part of our commitment to promote transparency and constantly thriving to do better. Our report demonstrates the work we are doing to ensure Pontoon is a great place to work for all colleagues and ensuring that the future works for everyone.

At Pontoon, Diversity and Inclusion is fundamental to our business strategy. Our business depends on the ability to provide an excellent service to our clients, candidates and communities and our colleagues are at the heart of this. We understand diversity of thoughts, skills and experience are critical to deliver our vision of 'making the future work for everyone'.

This year has challenged everything, our wellbeing, our routines, the way we worked. We are now focused on encouraging a dialogue on gender parity **with both women and men** to promote and drive a **fully inclusive culture** at Pontoon.

Globally the Adecco Group is a proud member of Paradigm for Parity (P4P), a coalition of business leaders whose mission is to give equal power and opportunity to women and men in the corporate world. Our aim is to achieve gender parity in **leadership roles** by 2030. Gender Parity is a core pillar of our wider global Engagement and Inclusion strategy to build an inclusive culture.



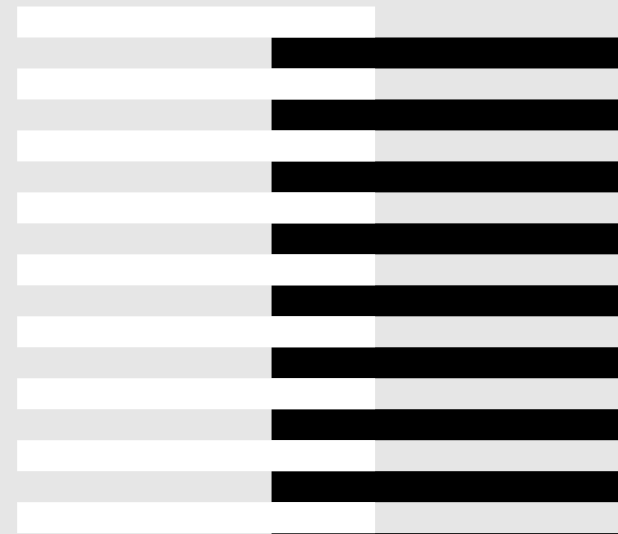
**Samantha Rope**  
VP HR UK & Ireland



**Philip Nott**  
Senior Director  
Program Operations EMEA



**Rachel Merry**  
Global Head of HR Business Partnering



# Understanding the pay gap

In 2017, the government introduced regulations that require UK companies with more than 250 employees to report on their gender pay gap. This provides a clear snapshot of the percentage difference between the average hourly earnings for male and female workers.

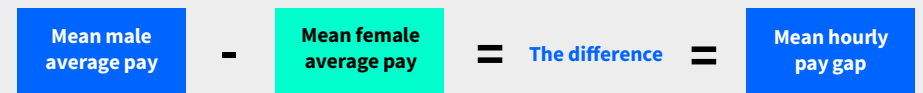
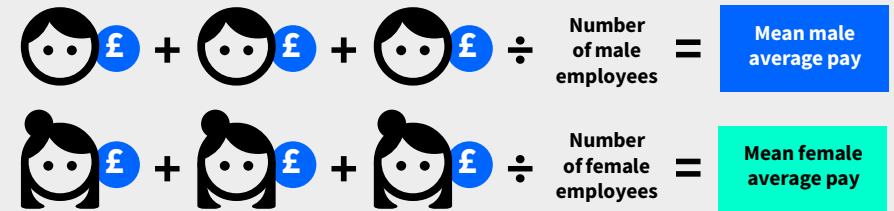
In line with requirements, we have shared details on mean and median pay, bonuses and the proportion of women that are at different levels within our business.

Our annual gender pay gap reports are accessible on our company website and via the [central government portal](#).

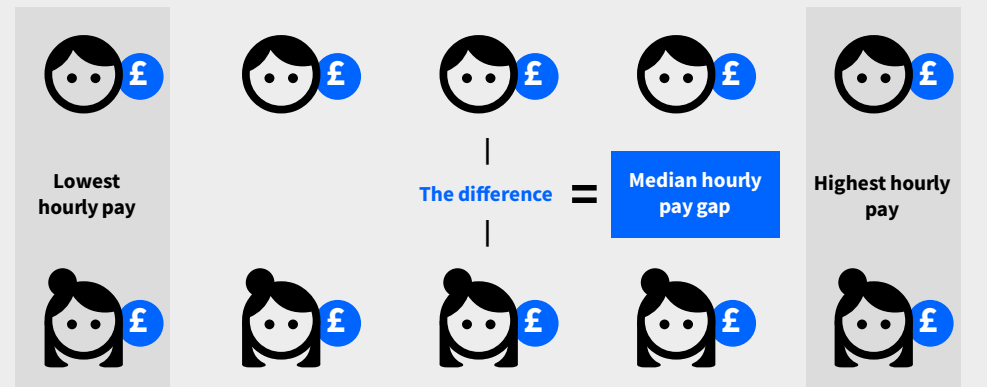
Making sense of key terms:

- **Proportion of women across pay quartiles** – Employees are split into four even groups (or quartiles) according to their pay to highlight female representation at different levels of an organisation.
- **Mean bonus gap** – The percentage difference in mean (average) bonus pay over 12 months up to April 2022.
- **Median bonus gap** – The percentage difference in median (middle) bonus pay over 12 months up to April 2022.
- **Bonus proportion** – The percentage of men and women who earned a bonus in the relative 12-month period.

How we calculate the mean difference:



How we calculate the median difference:





## 2022/23 outcomes Colleague and Associate

In this report, we've set out combined results for our colleagues and associates (the temporary workers we pay on behalf of our clients) as required by the government. Because associates' hourly rates are most often dictated by our clients, the results aren't entirely representative of our own pay practices.

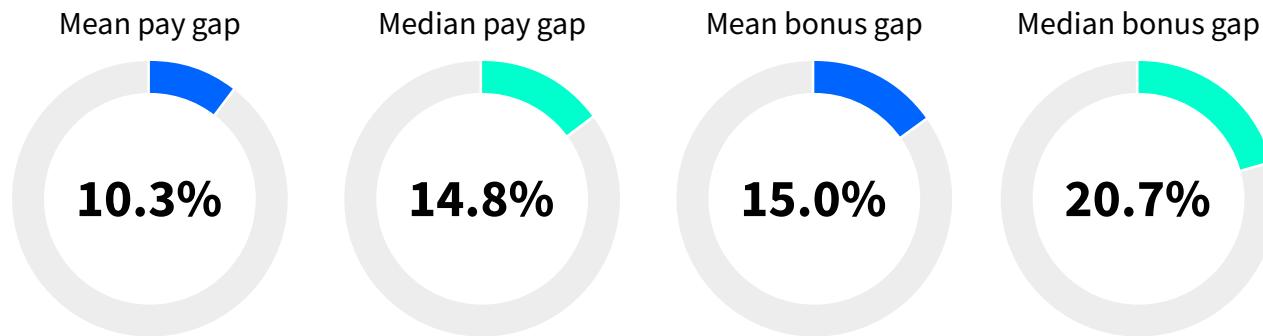
To give the clearest possible picture, we've taken the extra step of singling out the metrics for our colleagues across the Adecco Group UK and Ireland.

We feel this offers more transparency about our true position and enables us to talk about the initiatives we are driving to support us being an equal opportunities employer.

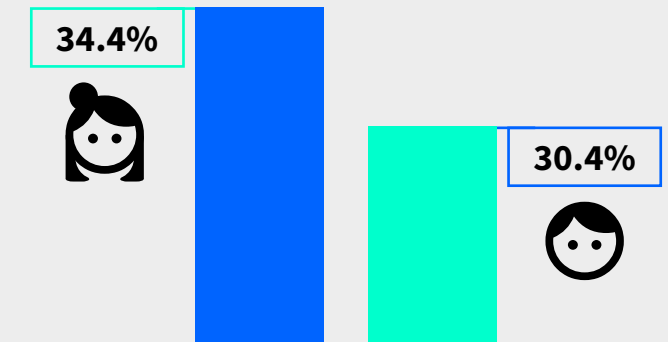


# 2022/23 outcomes Colleagues and Associates

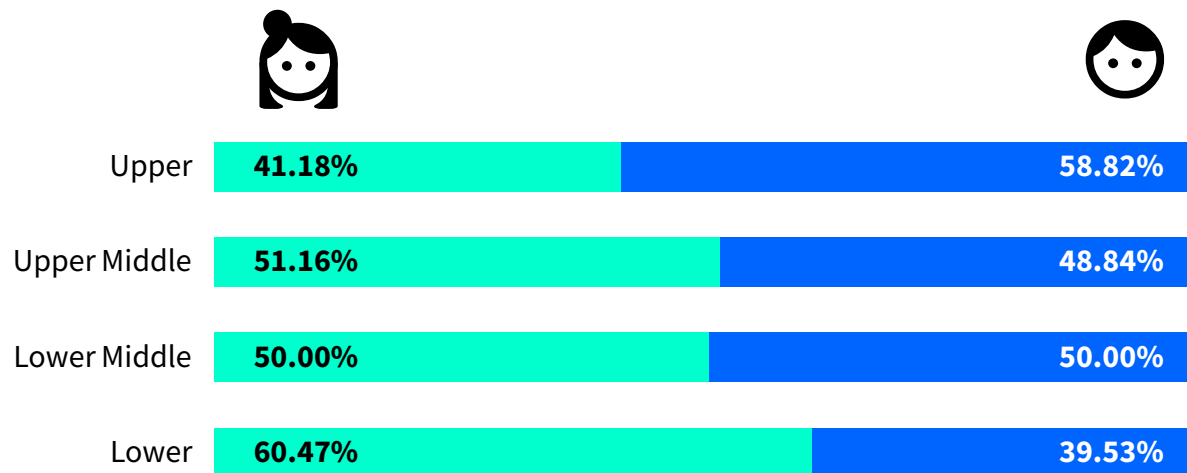
## Gender pay gap



## Percentage receiving bonus



## Proportion across pay quartiles

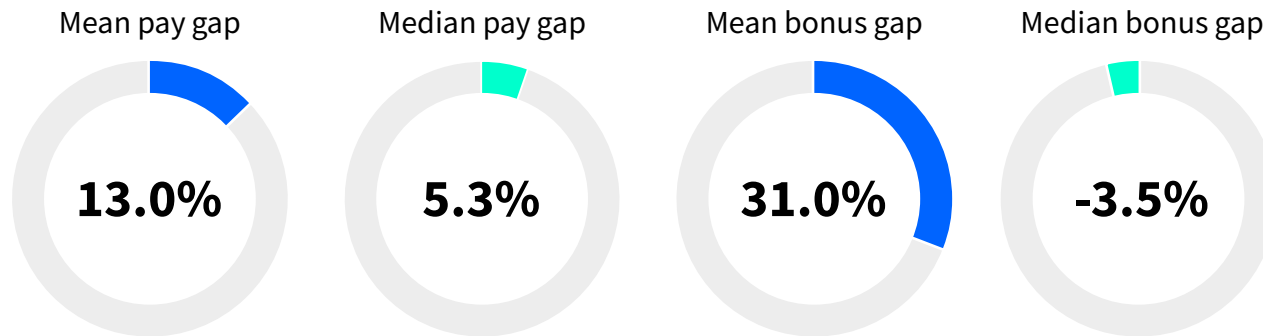


## Data analysis highlights:

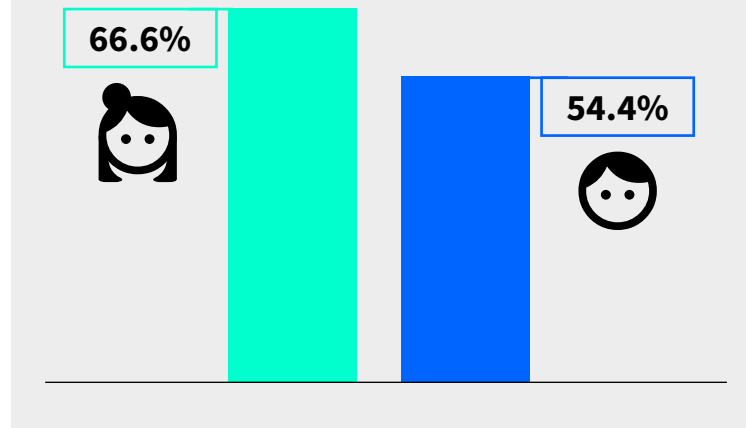
- The **mean** Gender Pay Gap is 10.3% which is a result of higher proportions of men in the upper pay quartile.
- The **median** Gender Pay Gap is 14.8% as a result of a higher volume of women in the lower pay quartile.
- The **mean** Bonus gap is 15.0% as a result of higher bonuses payable in the Upper quartile, which has a higher proportion of men.
- The **median** Bonus gap is 20.7%, which is representative of the fact that, while more women received bonuses than men, the males received higher payments on average, as they make up a larger proportion of the senior roles in the business.

# 2022/23 outcomes Colleagues only

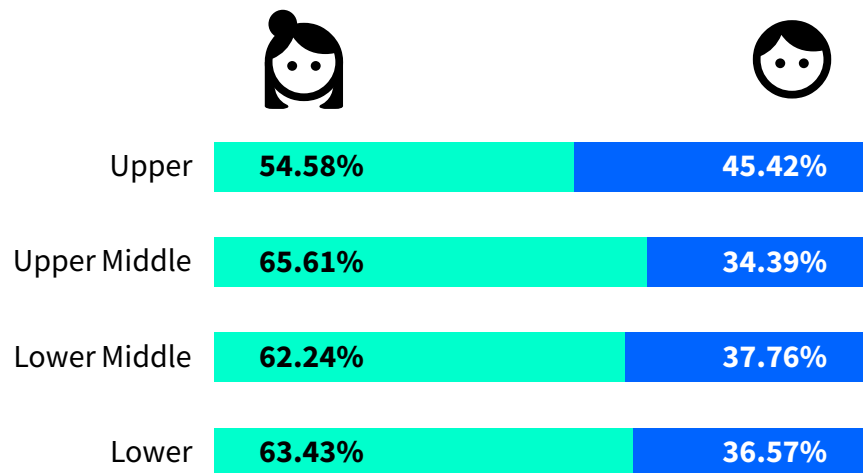
## Gender pay gap



## Percentage receiving bonus



## Proportion across pay quartiles



## 2022/23 Colleague data for the Adecco Group

- The **mean** Gender Pay Gap has increased from -2.0% in 21/22 to 13.0%. The figures in the 21/22 submission were skewed by some bonus payments made in the April '21 payroll which had a larger impact on the hourly rate of female colleagues. These bonuses were not payable in April '22.
- The **median** Gender Pay Gap has increased from 1.5% in 21/22 to 5.3%. This figure was also affected last year by the bonus payments as described above. The gap is also driven by a higher concentration of male colleagues occupying roles in the Upper and Upper-Middle quartiles than in 21/22.
- While we continue to maintain strong female leadership presence in the local market, these figures are a reflection of the group and include locally contracted, but globally deployed colleagues.
- The **mean** Bonus gap has reduced from 46.6% in 21/22 to 31%. This is representative of the trading conditions and subsequent bonuses paid in 21/22 compared to 22/23 which is a typical trading year. This is in addition to an increase in female colleagues receiving bonuses.
- The **median** Bonus gap has reduced from 42.5% in 21/22 to -3.5%. This is indicative of a greater number of bonuses paid. However it should be remembered that this is only a comparison between the two mid-points across a wide spread of bonuses paid.
- These reductions were achieved despite the reductions in the number of women who received a bonus in prior year and in comparison to their male counterparts.



# How we are addressing the gender pay gap at the Adecco Group



**Our colleagues help candidates on their career journeys every day. They understand that success starts with hard skills, soft skills and experience – not their gender.**

**We believe our colleagues deserve the same wide-open opportunities from their own employer, so we're tackling our pay gap with insight, innovation and hands-on involvement.**

- The Adecco Groups UK&I executive leadership team is now made up of 50% women; that is an improved balance vs 6 years ago at 25% and 4 years ago at 30%.
- We have implemented our New Ways of Working (NWW) strategy across the UK&I which enables more hybrid working, something that has been welcomed by working mums and enables us to be a more family-friendly and flexible organisation and support work-life integration.
- Gender remains a key pillar of our Diversity and Inclusion Strategy both at a Global and local level. We have established dedicated employee forums for each protected characteristic and our gender forum specifically focuses on the work we need to undertake to ensure women thrive at the Adecco Group.
- Our Women in Leadership global programme provides us with a great vehicle to support career progression for female leaders within our business.
- We developed an extensive range of learning and development to support diversity and inclusion. Our leaders, managers and employees globally have attended conscious inclusion training and we have developed on demand learning through the provision of two online courses focussing on diversity and inclusion and unconscious bias.
- Through our quarterly employee engagement survey, we are able to understand engagement levels by gender, our survey consistently outlines higher than average engagement levels in our female colleague population. In relation to reward our female employees have higher engagement levels than their male counterparts.

## What we'll focus on next

**Pontoon prides itself on gender parity and a positive workplace culture, and we are really proud of the dedication and hard work from everyone involved.**

Our focus over the coming year ahead is

- Continue to maximise the benefits of hybrid working and further develop our family friendly policies
- Continue to celebrate International Women's Day and our Inspiring Women speaker series for example; Inspiring Women in Tech and Inspiring Women in SMEs.
- Further development for consultants to support diverse recruitment of colleagues through recruiting differently
- Introduce technology and AI to remove bias from the recruitment process

The launch of our Menopause Policy in 2021 was the catalyst for cultural change in our business. It was the honest and frank conversations, via podcasts with our female leadership about their experience of menopause which allowed other colleagues to feel that they could talk about their concerns & challenges. The embedding of Management Training, allyship programmes and a listening service ensured that they felt safe, heard & supported. This model allowed us to explore & support across a diverse range of topics from Menstrual health management in the workplace, the fertility journey, pregnancy loss & menopause. These are major headwinds that women face throughout their careers.

I and the team remain committed to making our workplace as inclusive as possible. Gender Pay Gap reporting and the analysis of our data brings transparency and focus to the different experiences of men and women in our organisation. We will use this insight coupled with our new data reporting capabilities to inform our workforce and our practices and enable us to make changes that will have a lasting impact for our colleagues. Our future at work strategy to make the future work for everyone aims not only to make our company a better place to work but to use our position as a global leader in HR solutions to drive a greater and lasting impact for our clients, candidates and communities.

As VP HR UK & Ireland, I Samantha Rope, can confirm the information contained herein is accurate.



**Samantha Rope**  
VP HR UK & Ireland



**Helen Tomlinson**  
Gender Forum Lead





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THE ADECCO GROUP

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