



job&talent

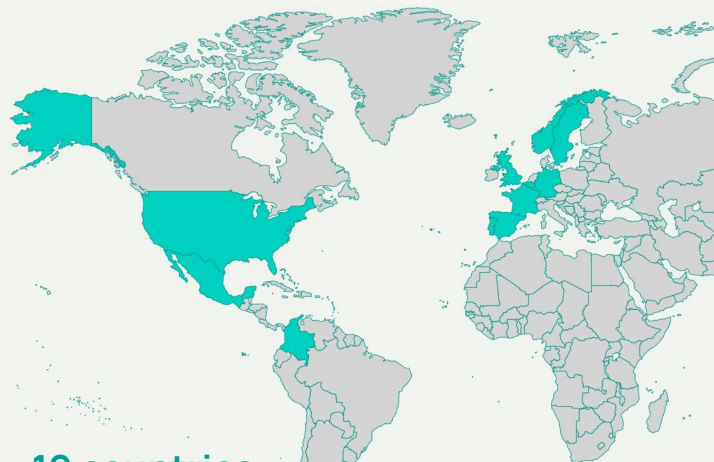
# Gender Pay Gap Report

Jobandtalent Group

April 2024



# About Job&Talent



**10 countries**

Global markets (USA, UK, Spain, Germany, France, Belgium, Portugal, Sweden, Norway, and Colombia)

**\$2 billion+**

Annual Revenue after 6 years in the market

**340,000+**

Workers placed and managed

**3,000+**

Satisfied partners in 2022

Job&Talent is a world-leading marketplace for essential work, matching great people with great companies directly through its platform.

Founded in 2009, its mission is to empower workers by offering stability, faster job placements and fair treatment, while supporting companies with efficient workforce management solutions. The AI-enabled platform streamlines and automates workforce management, helping businesses achieve higher productivity and workforce reliability. In 2023, Job&Talent placed over 310,000 workers in more than 3,800 companies across industries like logistics and retail.

Headquartered in Madrid, Job&Talent operates in 10 countries across Europe, the U.S., and Latin America, backed by leading investors such as Atomico, Kinnevik, and Softbank.





## EDI Commitment

The Company actively prioritise equality, diversity and inclusion, ensuring all employees are treated with dignity and respect, and encouraged to reach their potential.

Our internal policies such as EDI, family friendly and inclusive leaves are a big part of our commitment.

Finally our EDI Committee support internal communication and initiatives - creating more awareness.

## Training

Job&Talent is committed to creating a culture of continuous learning.

Through our LMS Sana, we offer a range of dedicate programs and trainings for our internal staff with focus on EDI topics such as unconscious bias, LGBTQ + , gender equality, sickness and disabilities. We also offer on site training for Mental Health and Modern Slavery Champions.

## Positive Mental Health

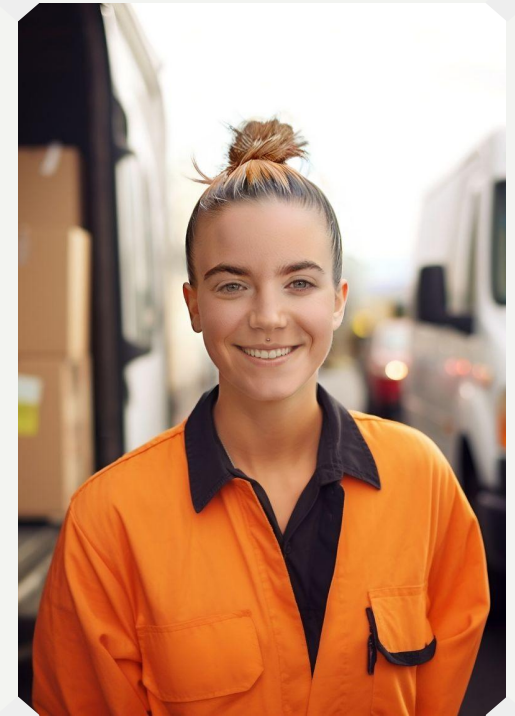
The Company understands the positive impact that healthy and engaged employees make to the success of the business. As such, the Company pledges to provide initial and ongoing support and help for employees going through mental health problems with our MHFA Committee and our partnership with Therapy Chat and EAP.

## Social Value

At Job&Talent we are committed to promote employment opportunities to disadvantaged groups and to create a more sustainable, meaningful and inclusive environment.

Some of our initiatives are: the certification as Level one Disability Confident committed employer, volunteering activities with Snowdrop Project, environmental focus within our branches.

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Jobandtalent UK Ltd incorporating Jobandtalent Works Ltd, Single Resource Ltd, Extra Personnel Ltd and Extra Personnel Automotive Ltd

Job&Talent UK supplies workers to following sectors:

- Warehousing
- Logistics
- Food Production
- Manufacturing
- Waste management
- Automotive
- Aviation
- Driving



**300+**

Locations

**£300m+**

Annual Revenue

**349**

Internal employees in April 2024

**Up to 18,000**

Workers payrolled weekly

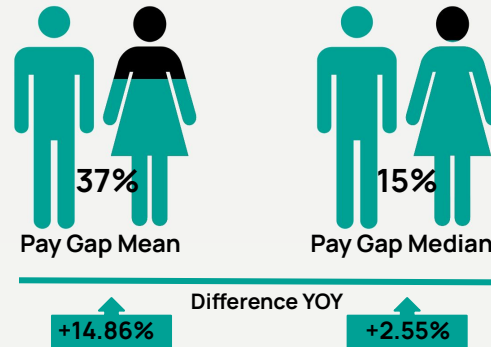


# Jobandtalent UK Ltd

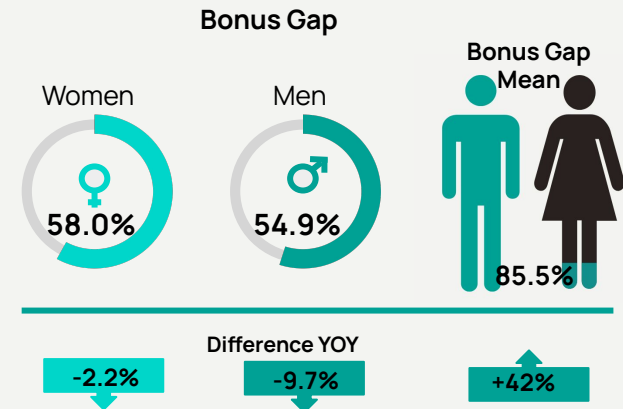
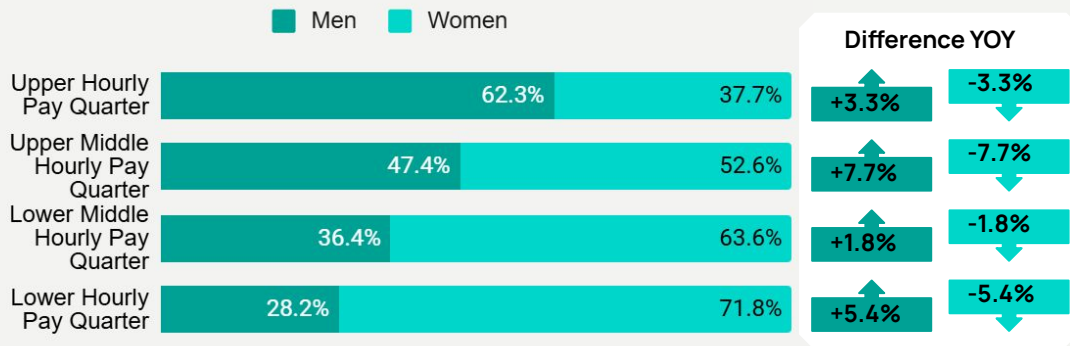
Jobandtalent UK Ltd is the employer of our internal, permanent staff members. These staff members work in functions such as Operations (recruiters, co-ordinators, account managers etc), People & Culture, Customer Support, Payroll, IT, Product and more. Jobandtalent UK also includes our directors and country manager.

In April 2024, Jobandtalent UK Ltd had 349 employees, 205 women and 144 men (58.7% women)

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## Pay quartiles figures



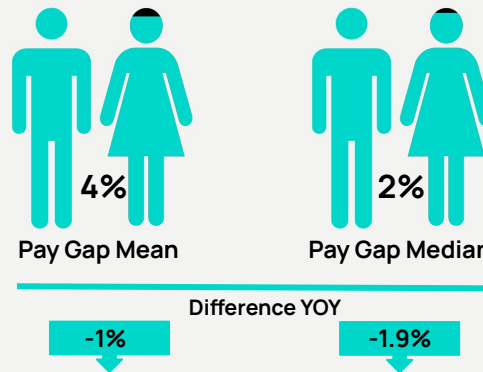


# Jobandtalent Works Ltd

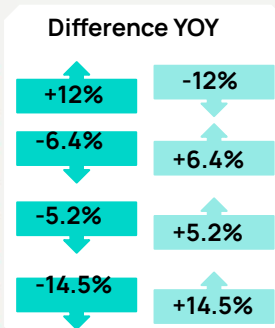
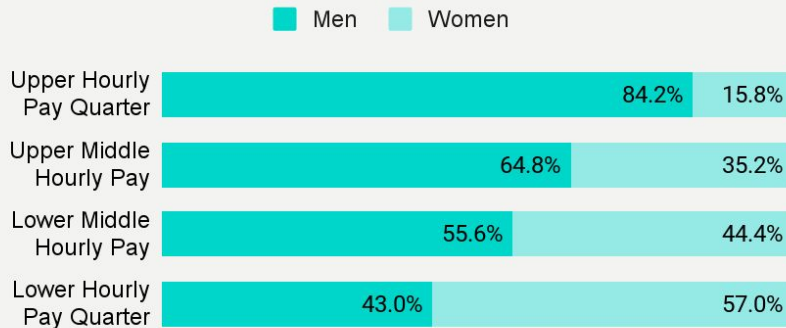
Jobandtalent Works Ltd is a provider of temporary labour to end user clients within food, warehousing, distribution and airside sectors.

There were 1669 Jobandtalent Works Ltd employees & workers, 37.8% of those are women.

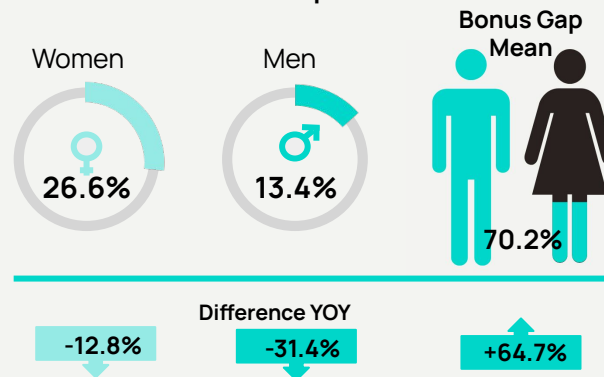
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## Pay quartiles figures



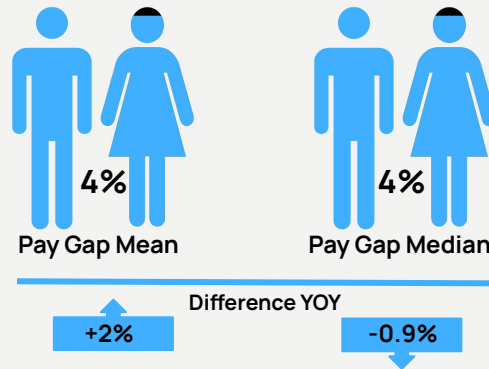
## Bonus Gap



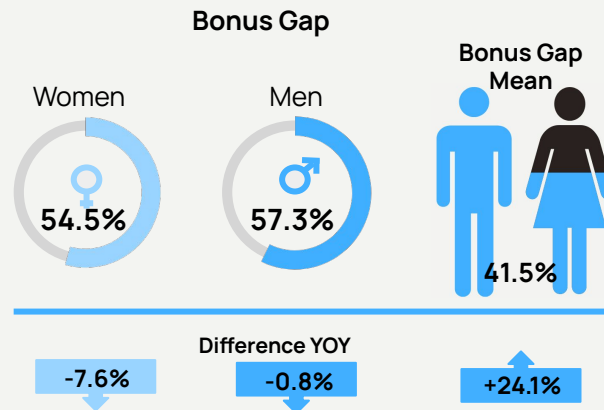
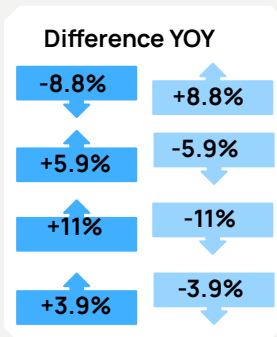
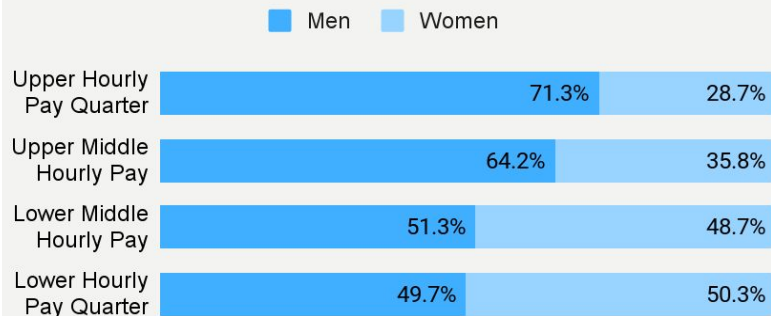


Incorporated by Job&Talent, Single Resource is a provider of temporary labour to end user clients within food, warehousing and distribution sectors.

There are 7240 Single Resource Ltd employees & workers, made up of 2854 women and 4386 men (39.4% women)



### Pay quartiles figures



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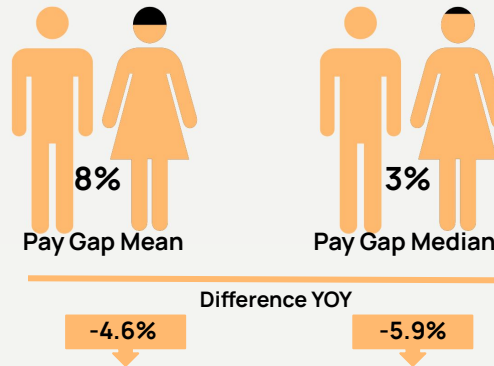
# Single Resource Ltd



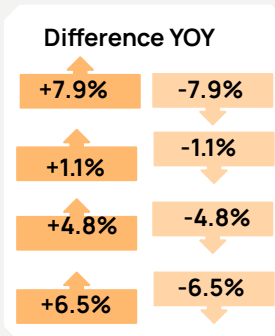
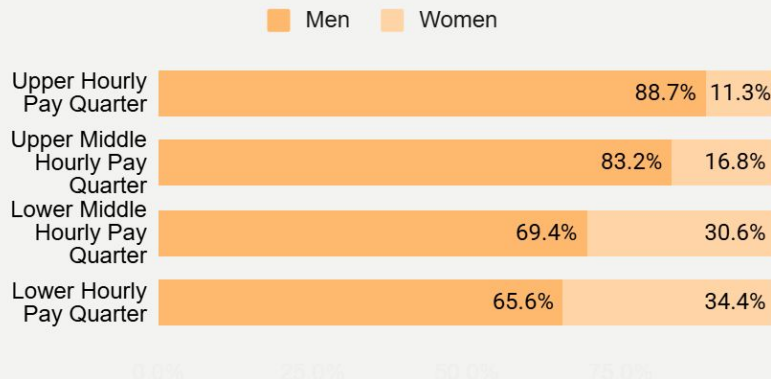
Incorporated by Job&Talent, Extra Personnel is a provider of temporary labour to end user clients within industrial, transport, airside and professional sectors.

There are 2189 Extra Personnel Ltd employees & workers, made up of 491 women and 1698 men (22.4% women)

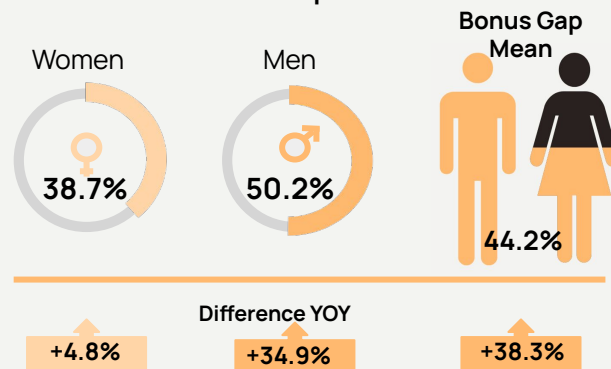
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## Pay quartiles figures



## Bonus Gap



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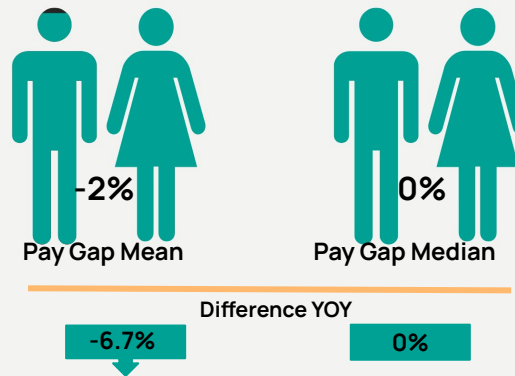
# Single Resource Ltd



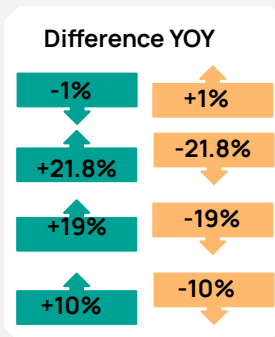
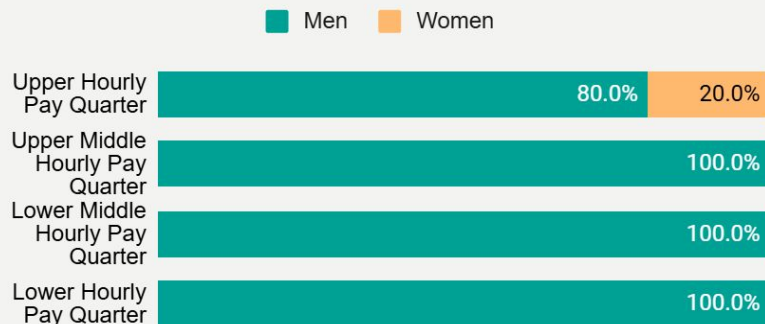
Incorporated by Job&Talent, Extra Automotive is a provider of temporary labour to end user clients within automotive sectors.

There are 167 Extra Automotive Ltd employees & workers, made up of 28 women and 139 men (16.8% women)

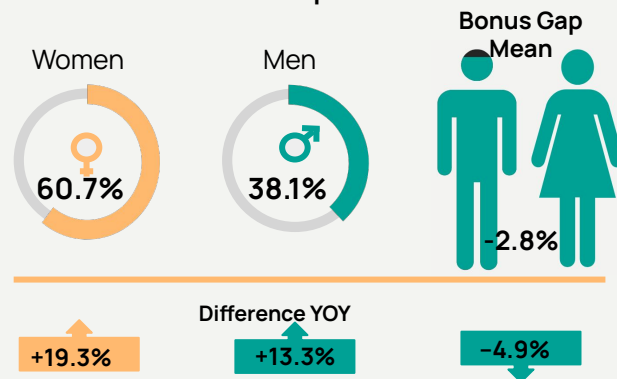
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## Pay quartiles figures



## Bonus Gap





# Factors influencing the Gender Pay Gap



There are many factors which impact on the gender pay gap across the various entities which make up Job&Talent

## Job Roles

90% of our workforce is based on site, in our clients premises and are within warehousing, production and transport.

This factor is very important to define the percentage of female employees and workers in every pay quartile for our entities.

Job&Talent is an Equal Opportunities employer and welcome employees from all suitably qualified people regardless of their race, disability, gender, sexual orientation and religious beliefs.

## Leadership restructure

In Job&Talent UK, more than 50% of our internal staff are women.

Due to downsizing of the business this year, some female employees in leadership positions have left the business without any replacements.

This has lowered the average pay for women in our calculations, however we will monitor our internal recruitment process to ensure more balance across the leadership team (level 6 and 7).

## Bonus Gap

The Bonus gap has increased between men and women.

This is due to 2 main factors: the leadership restructure and the bonus proposal that has changed based on commissions rather than performance bonus.

The commissions are linked with the PnL of each site and client and not anymore with employees and company's performance.





## Job&Talent is committed to closing our gender pay gap further.

In line with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, we have produced this report to detail the Gender Pay Gap in our organisation. The report is based on data using the snapshot date of April 2024.

We can confirm the data reported above is accurate.

Andrew Small - Managing Director  
Jobandtalent UK Ltd  
20th of December 2024