



jobandtalent

Gender Pay Gap Report 2022/2023 of Jobandtalent Group:

- Jobandtalent Works Ltd
- Single Resource Ltd
- Extra Personnel Ltd
- Extra Personnel Automotive Ltd
- Jobandtalent UK Ltd

Jobandtalent is an Ambassadors of Equality, Inclusion and Diversity. We are committed to the principle of equal employment opportunities so we welcome applications from all suitably qualified people regardless of their race, disability, religion beliefs or sexual orientation.

We value people as individuals with diverse opinions, cultures, lifestyles and circumstances. All job applicants, employees and workers, including agency workers, are covered by our EDI policy and it applies to all areas of employment including recruitment, selection, training, career development, promotion, salaries and bonuses.

These areas are monitored and policies and practices are amended if necessary to ensure that no unfair or unlawful discrimination, intentional, unintentional, direct or indirect, overt or latent exists.

>15,000

temporary workers

> 200

internal employees

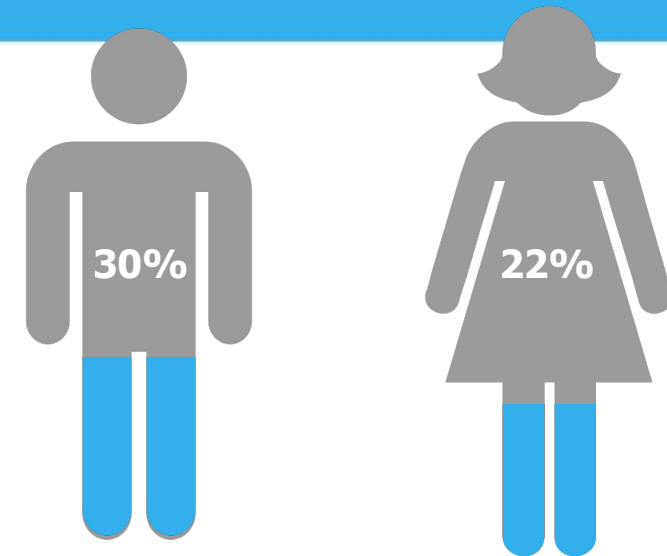
36% FEMALE
workers

58% FEMALE
employees

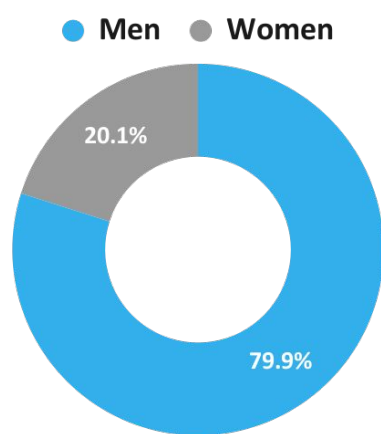
Jobandtalent Works Limited operates within the food, warehousing, distribution and airside sectors supplying temporary labour to end users.

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 2022.

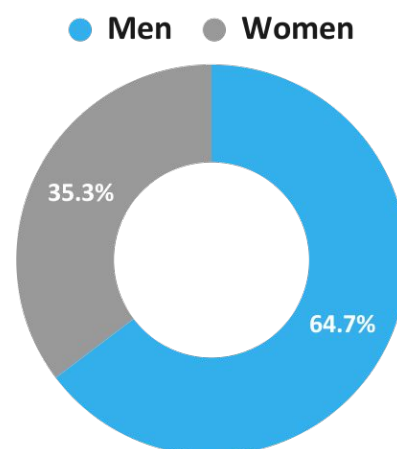
Mean gender pay gap using hourly pay	13.90%
Median gender pay gap using hourly pay	6.30%
Mean gender pay gap using bonus pay	12.80%
Median gender pay gap using bonus pay	96.10%



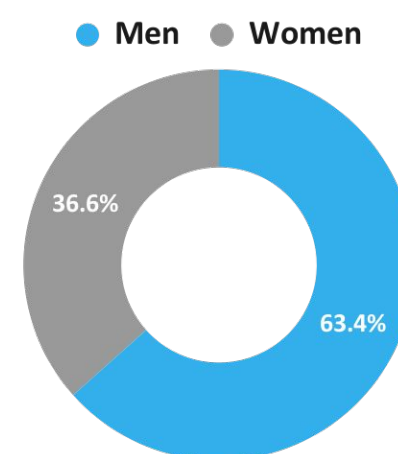
Percentage of employees who received bonus pay



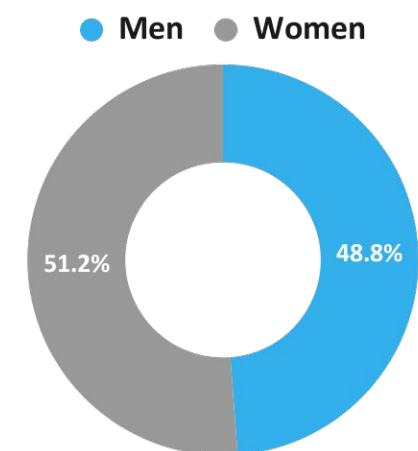
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

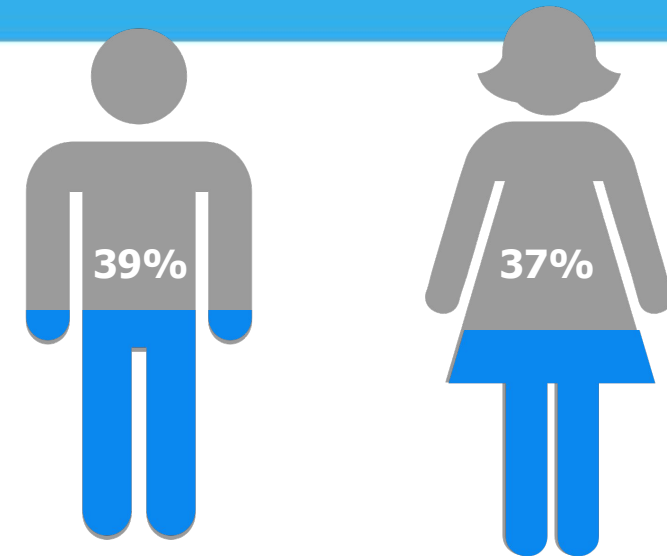
We can confirm the data reported above is accurate

Juan Sureda Gallardo – CEO of Europe

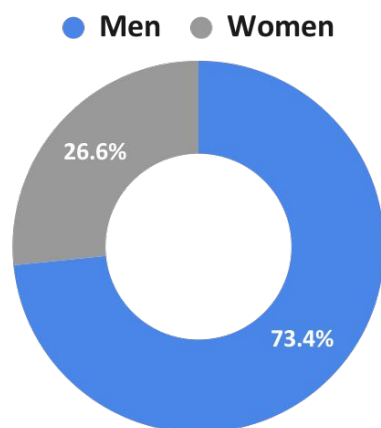
Jobandtalent UK Ltd

21st of February 2023

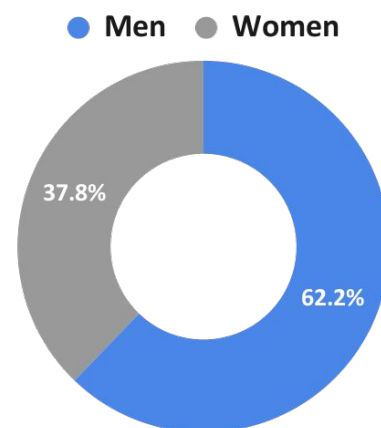
Mean gender pay gap using hourly pay	4.30%
Median gender pay gap using hourly pay	3.80%
Mean gender pay gap using bonus pay	-5.80%
Median gender pay gap using bonus pay	-23.00%



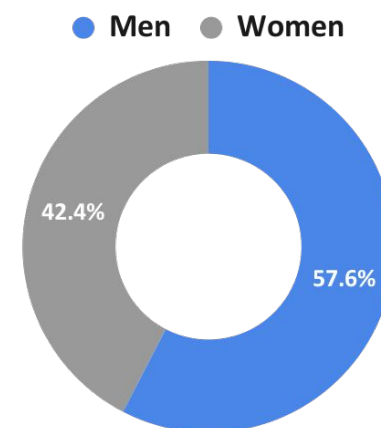
Percentage of employees who received bonus pay



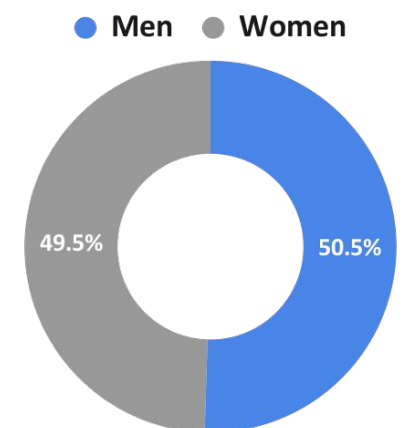
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

We can confirm the data reported above is accurate



Juan Sureda Gallardo – CEO of Europe

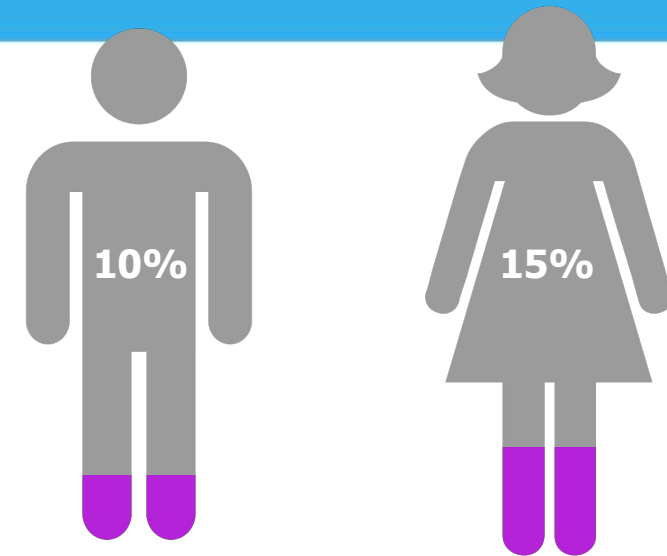
Jobandtalent UK Ltd

21st of February 2023

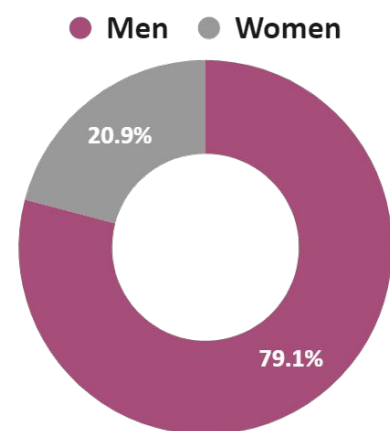
Extra Personnel Limited operates with food, industrial, transport, airside and professional sectors supplying temporary labour to end users.

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 2022.

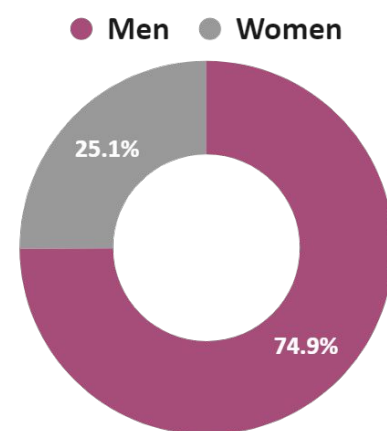
Mean gender pay gap using hourly pay	6.40%
Median gender pay gap using hourly pay	4.60%
Mean gender pay gap using bonus pay	2.10%
Median gender pay gap using bonus pay	0.00%



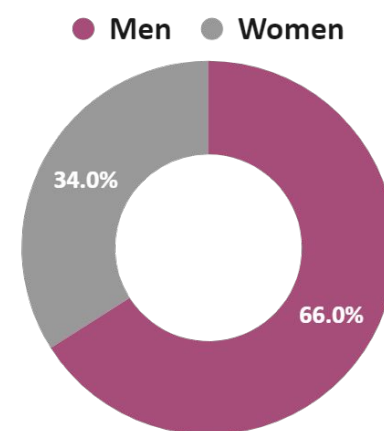
Percentage of employees who received bonus pay



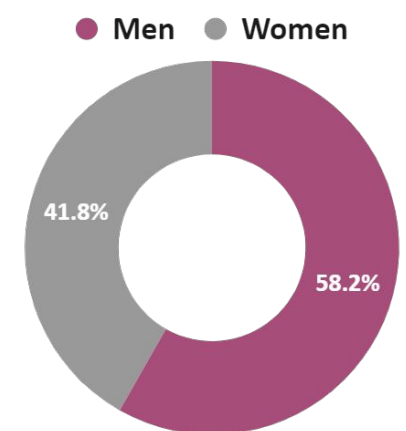
Upper Quartile



Upper Middle Quartile

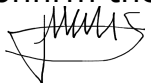


Lower Middle Quartile



Lower Quartile

We can confirm the data reported above is accurate



Juan Sureda Gallardo – CEO of Europe

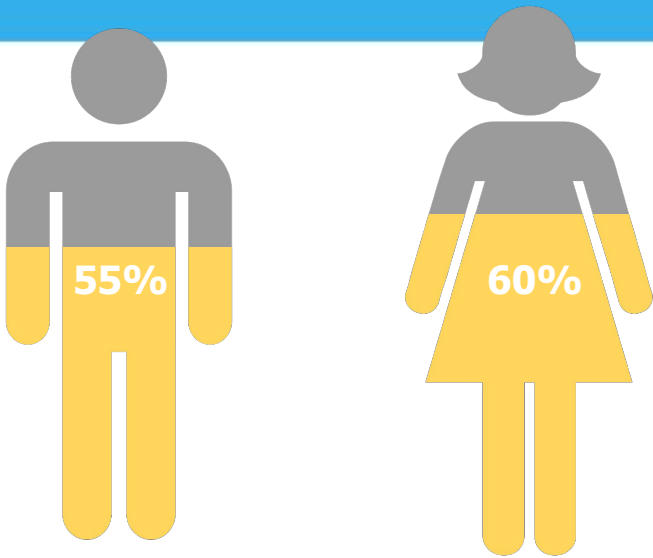
Jobandtalent UK Ltd

21st of February 2023

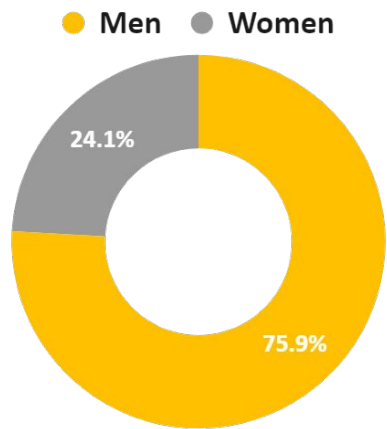
Extra Automotive Limited operates within the Automotive sector, supplying temporary labour to automotive end users.

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 2022.

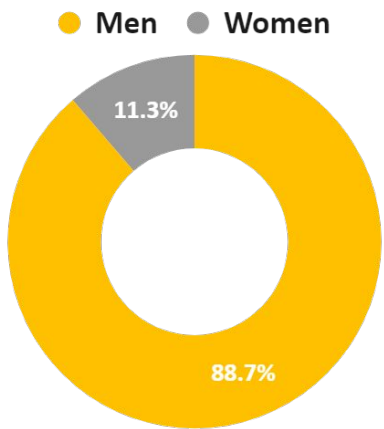
Mean gender pay gap using hourly pay	-0.40%
Median gender pay gap using hourly pay	1.6%
Mean gender pay gap using bonus pay	17.9%
Median gender pay gap using bonus pay	20.0%



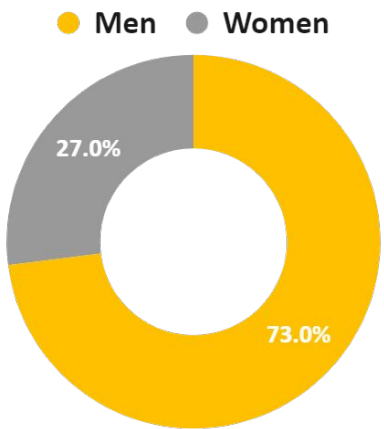
Percentage of employees who received bonus pay



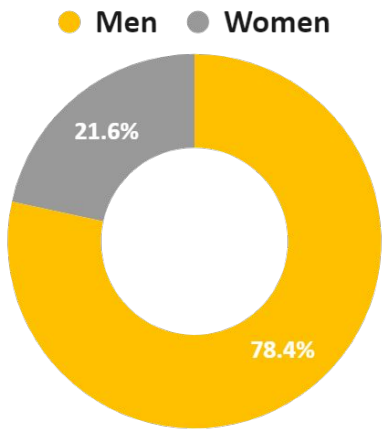
Upper Quartile



Upper Middle Quartile

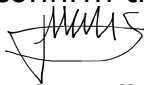


Lower Middle Quartile



Lower Quartile

We can confirm the data reported above is accurate

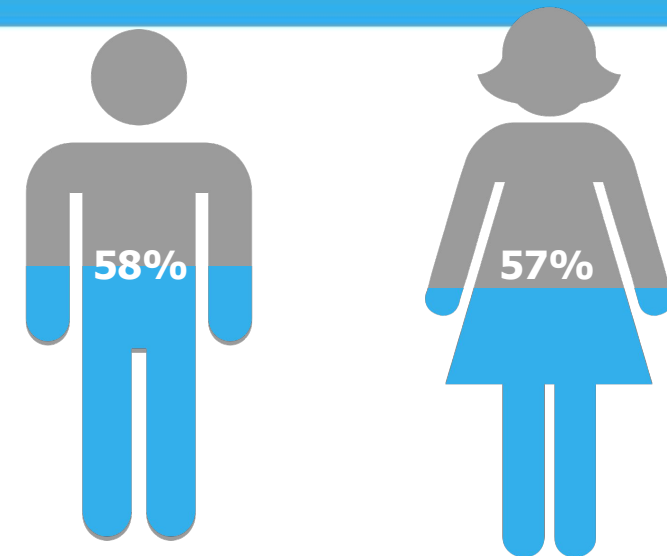


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Jobandtalent UK Ltd
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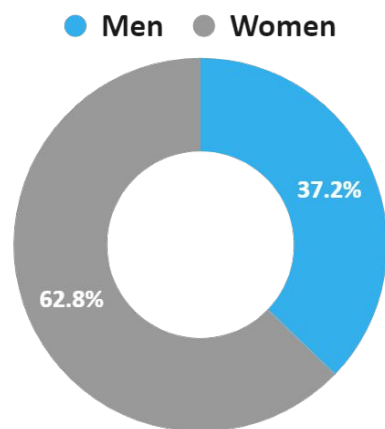
Jobandtalent is a technology enabled staffing agency which aims to improve the lives of temporary workers by improving their job security and career progression, whilst helping companies to increase flexibility and productivity in their workforce. Jobandtalent UK employs experienced professionals within their Operation, Finance, Customer Service, HR, Compliance, Payroll and IT departments.

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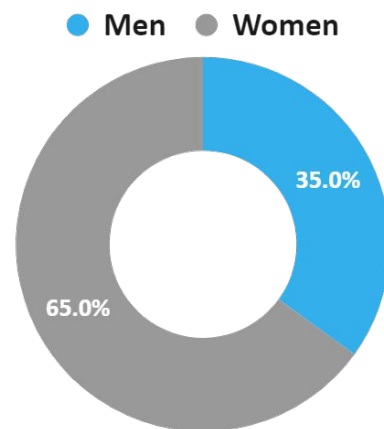
Mean gender pay gap using hourly pay	32.70%
Median gender pay gap using hourly pay	15.30%
Mean gender pay gap using bonus pay	3.80%
Median gender pay gap using bonus pay	38.00%



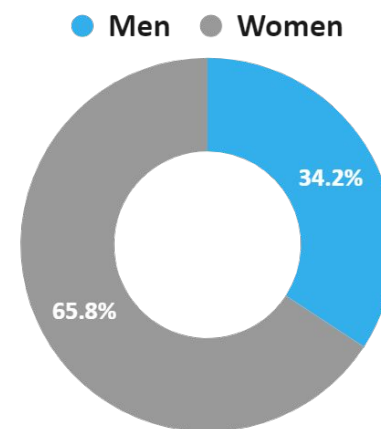
Percentage of employees who received bonus pay



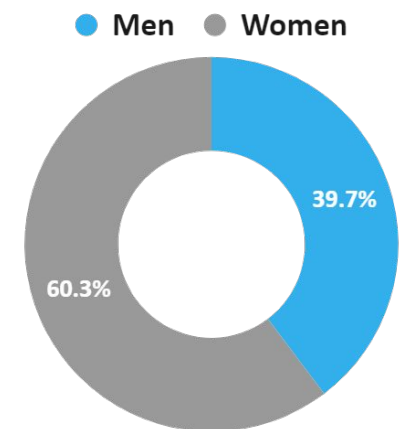
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

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Jobandtalent UK Ltd

21st of February 2023

Many factors can affect the Gender Pay Gap. Jobandtalent Group is recruiting workers to 100+ clients operating mainly within warehousing, production and transport. We recognise that number of female work-seekers applying for roles we are recruiting for is much lower than number of male work-seekers. This affects number of female workers in every pay quartile for Jobandtalent Works, Single Resource, Extra Personnel and Extra Personnel Automotive with overall 36% female workers. The percentage of female employees within Jobandtalent UK, who employs group internal employees, is much higher than in industrial sector. We have 58% of female employees mainly in office base roles. Jobandtalent is committed to closing our Gender Pay Gap further.

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Status	● Signed

Document history



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21 / 02 / 2023

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IP: 2.26.213.79



VIEWED

21 / 02 / 2023

16:04:59 UTC

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IP: 188.79.195.158



SIGNED

21 / 02 / 2023

16:08:13 UTC

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(juan.sureda@jobandtalent.com)
IP: 188.79.195.158



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21 / 02 / 2023

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The document has been completed.