



job&talent

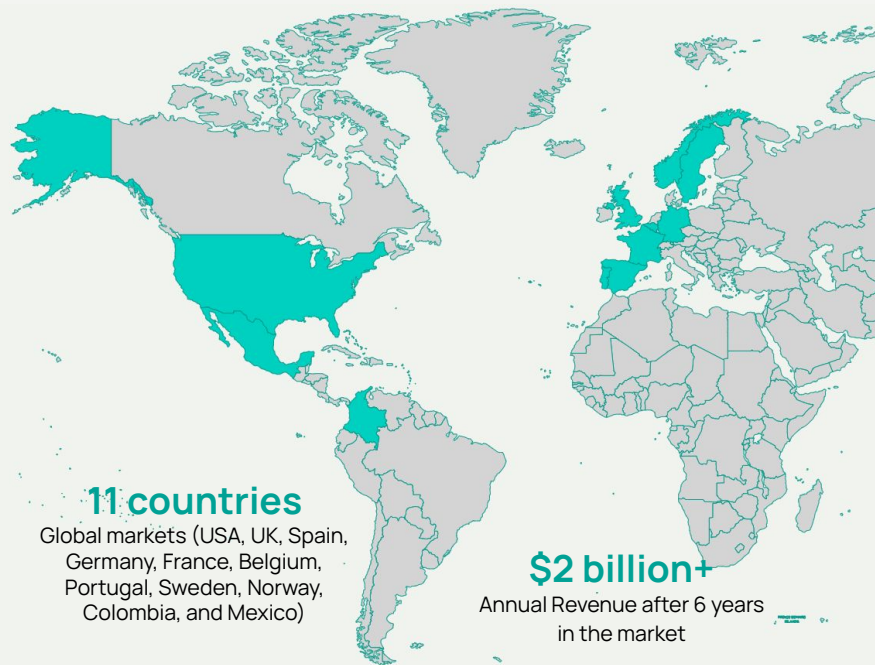
Gender Pay Gap Report

Jobandtalent Group

April 2023



About Job&Talent



11 countries

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

\$2 billion+

Annual Revenue after 6 years in the market

350,000+

Workers placed and managed in 2022

3,000+

Satisfied partners in 2022



Founded in 2009 by **Felipe Navio** and **Juan Urdiales** and based in Madrid, Spain, Job&Talent is the world's leading digital temp staffing agency. Our on-demand staffing marketplace aims to make the labour market much more fluid and accessible by tearing down all the barriers to job search and hiring.

At the heart of our platform is our proprietary job matching technology developed by an elite team of engineers and data scientists, which matches businesses and job seekers in record time. Together with in-app messaging, scheduling, contract-signing and payroll, Job&Talent radically reduces the time to hire while enhancing and elevating the process for all parties.



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Ambassadors

Job&Talent is an Ambassador of Equality, Diversity and Inclusion (EDI). We are committed to giving equal employment opportunities, and this applies to recruitment for our internal staff as well as to job-seekers applying for temporary assignments for our clients. We welcome applications from anyone who is suitably qualified for a role, regardless of gender, race, disability, sexual orientation or religious belief.

Collaborative

Job&Talent values its' diverse workforce, and understands the importance of gaining insights and opinions from a wide range of people. We have an EDI committee, who meet regularly and organise training and discussions around topics which have included gender equality, LGBTQ+ issues and allyship, Black History Month and more. This committee is fully supported by the People and Culture department and upper management.

Learning

Job&Talent is committed to creating a culture of continuous learning. As part of this, we have a range of online training modules for staff to complete. The training includes information on legislative requirements, including equality and diversity, as well as more personal learning such as the impact of unconscious bias. In Q1 of 2024 we launched HR and Compliance Training Academies to enable our staff to further their knowledge and support future promotion opportunities. 78% of the colleagues who signed up are female.

Supportive of employees and the community

Job&Talent has a range of family friendly policies, including Menopause Leave, Fertility Treatment Leave and enhanced Maternity Leave. In early 2024 we will be working with a local council to deliver a Domestic Violence awareness session for employees and workers. We give back to the community, we have organised many donations to food banks in areas local to our sites, and to Black Country Womens Aid. In Feb 2024, the Compliance team worked on a house renovation for the Snowdrop Project, who support victims of trafficking and modern slavery.

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

£400m

Annual Revenue

313

Internal employees in April 2023

Up to 20,000

Workers payrolled weekly



Jobandtalent UK Ltd



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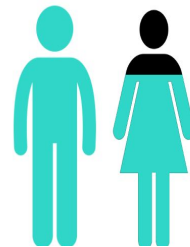
Jobandtalent UK Ltd is the employer of our internal, permanent staff members. These staff members work in functions such as Operations (recruiters, co-ordinators, account managers etc), People & Culture, Customer Support, Payroll, IT, Product and more. Jobandtalent UK also includes our directors and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

There are 313 Jobandtalent UK Ltd employees, made up of 191 women and 122 men (61.02% women)

In Jobandtalent UK Ltd, a woman is paid on average (mean) **£0.78 for every £1** a man is paid.

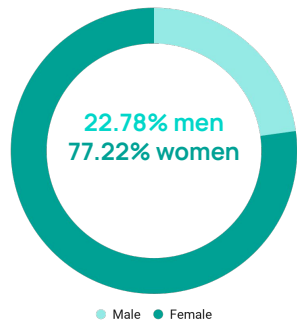
The average (mean) pay for a woman 22.14% less than for a man.

The median pay for a woman is 12.45% less than for a man.

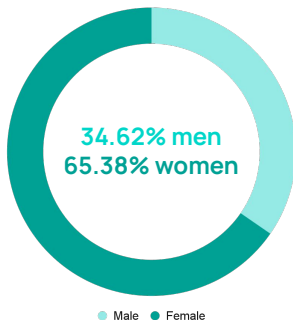




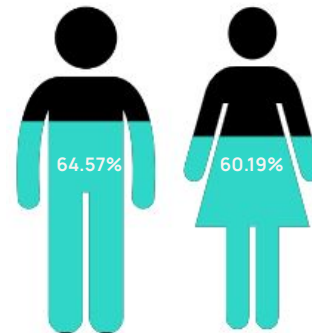
Lower Hourly Pay Quarter



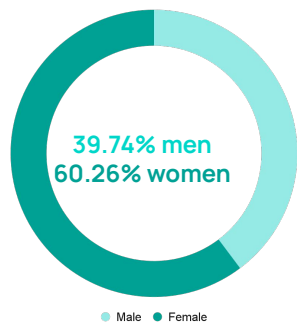
Lower Middle Hourly Pay Quarter



124 women and 82 men
were paid a bonus.



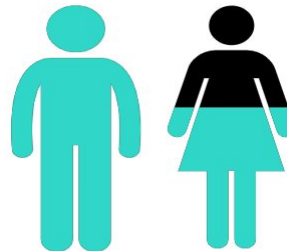
Upper Middle Hourly Pay Quarter



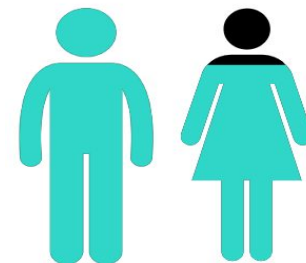
Upper Hourly Pay Quarter



The mean bonus for a
woman was 43.49% less
than for a man



The median bonus for a
woman was 24.97% less
than for a man





Jobandtalent Works Ltd



job&talent

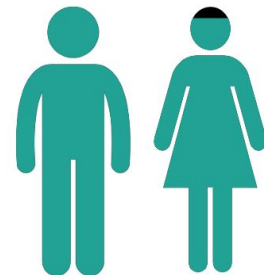
Jobandtalent Works Ltd is a provider of temporary labour to end user clients within food, warehousing, distribution and airside sectors.

There are 1724 Jobandtalent Works Ltd employees & workers, made up of 596 women and 1128 men (34.57% women)

In Jobandtalent Works Ltd, a woman is paid on average (mean) **£0.95 for every £1** a man is paid.

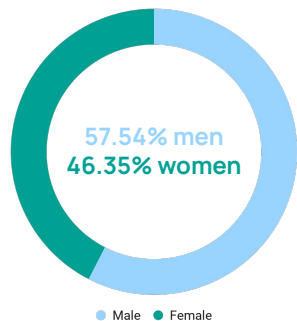
The average (mean) pay for a woman is 5.00% less than for a man.

The median pay for a woman 3.93% less than for a man.

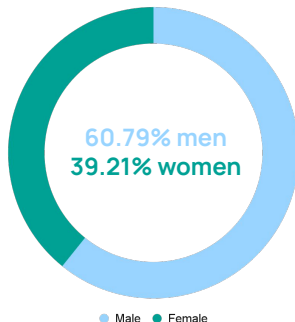




Lower Hourly Pay Quarter



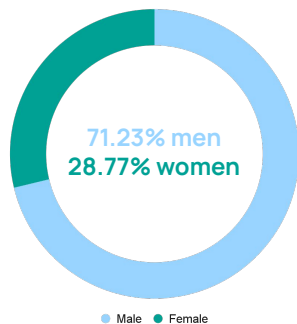
Lower Middle Hourly Pay Quarter



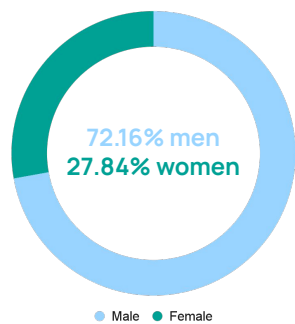
235 women and 505 men
were paid a bonus.



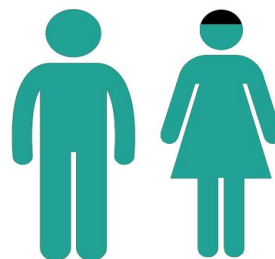
Upper Middle Hourly Pay Quarter



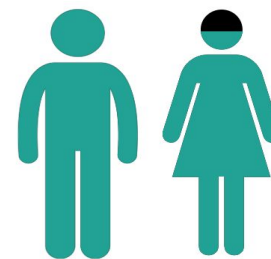
Upper Hourly Pay Quarter



The mean bonus for a
woman was 5.46% less
than for a man



The median bonus for a
woman was 9.57% less
than for a man





Single Resource Ltd



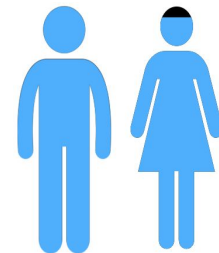
Incorporated by Job&Talent, Single Resource is a provider of temporary labour to end user clients within food, warehousing, distribution and airside sectors.

There are 7681 Single Resource Ltd employees & workers, made up of 2908 women and 4773 men (37.86% women)

In Single Resource Ltd, a woman is paid on Average (mean) **£0.98 for every £1** a man is paid.

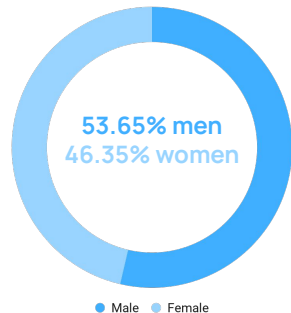
The average (mean) pay for a woman is 2.04% less than for a man.

The median pay for a woman is 4.94% less than for a man.

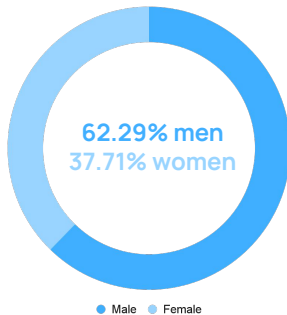




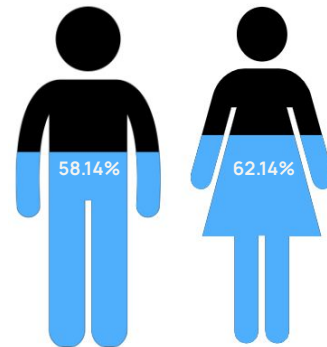
Lower Hourly Pay Quarter



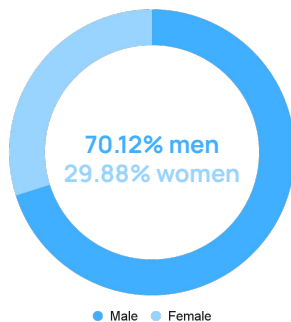
Lower Middle Hourly Pay Quarter



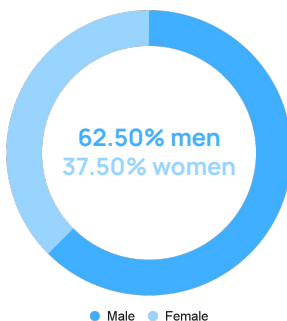
1807 women and 2775 men were paid a bonus.



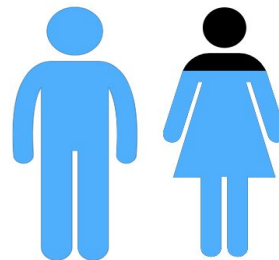
Upper Middle Hourly Pay Quarter



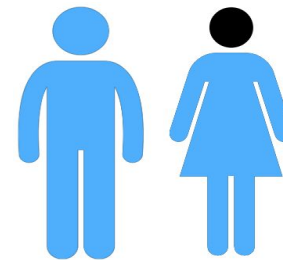
Upper Hourly Pay Quarter



The mean bonus for a woman was 25.79% less than for a man



The median bonus for a woman was 17.41% less than for a man





Extra Personnel Ltd



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

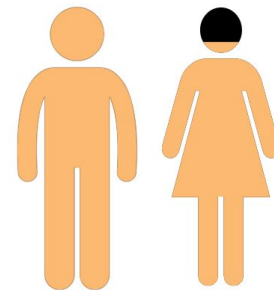
There are 2712 Extra Personnel Ltd employees & workers, made up of 768 women and 1944 men (28.32% women)



In Extra Personnel Ltd, a woman is paid on average (mean) **£0.87 for every £1** a man is paid.

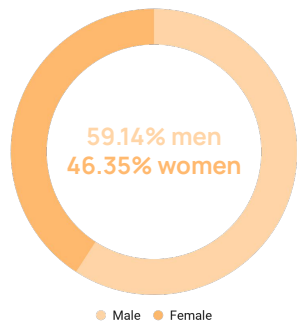
The average (mean) pay for a woman is 12.55% less than for a man.

The median pay for a woman 8.86% less than for a man.

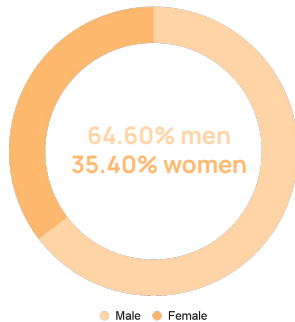




Lower Hourly Pay Quarter



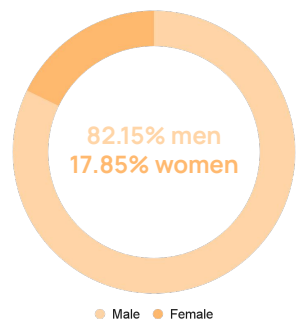
Lower Middle Hourly Pay Quarter



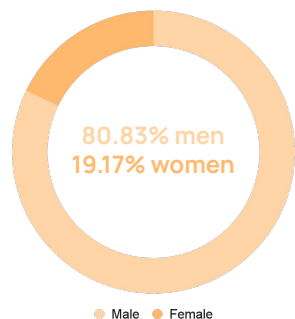
260 women and 356 men were paid a bonus.



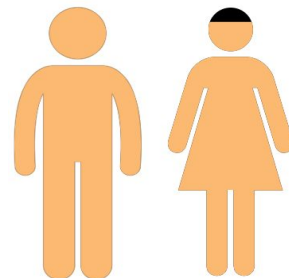
Upper Middle Hourly Pay Quarter



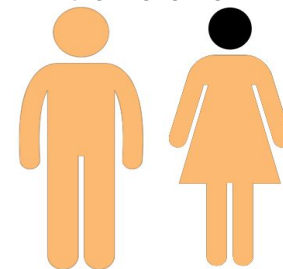
Upper Middle Hourly Pay Quarter



The mean bonus for a woman was 5.89% less than for a man



The median bonus for a woman was 18.77% less than for a man





Extra Automotive Ltd



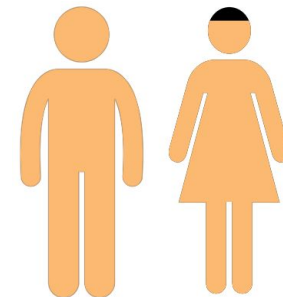
Incorporated by Job&Talent, Extra Automotive is a provider of temporary labour to end user clients within automotive sectors.

There are 401 Extra Automotive Ltd employees & workers, made up of 70 women and 331 men (17.46% women)

In Extra Automotive Ltd, a woman is paid on Average (mean) **£0.95 for every £1** a man is paid.

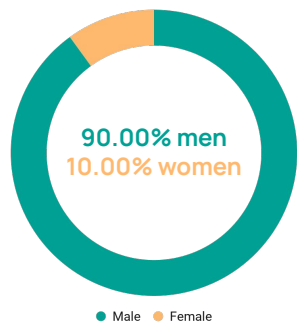
The average (mean) pay for a woman is 4.68% less than for a man.

The median pay for a woman is the same as for a man.

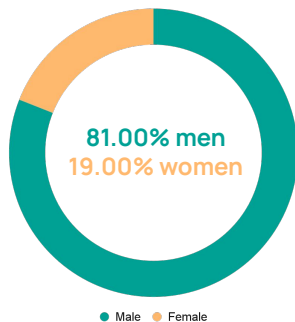




Lower Hourly Pay Quarter



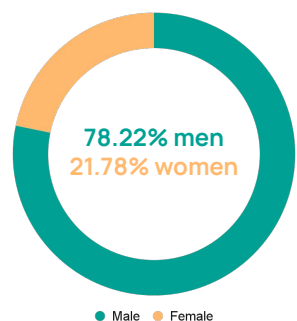
Lower Middle Hourly Pay Quarter



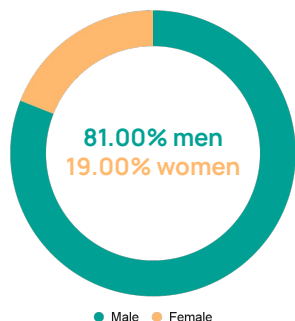
29 women and 82 men
were paid a bonus.



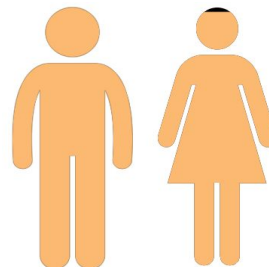
Upper Middle Hourly Pay Quarter



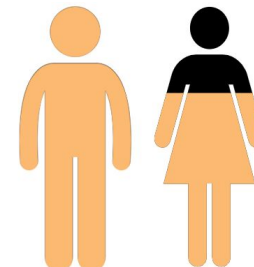
Upper Hourly Pay Quarter



The mean bonus for a
woman was 2.07% less
than for a man



The median bonus for a
woman was 34.20% less
than for a man





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

Job Sectors

The majority of the temporary roles we recruit for are within warehousing, production and transport. We recognise that we receive far fewer applications from women than we do from men. This impacts the percentage of female employees and workers in every pay quartile for Jobandtalent Works, Single Resource, Extra Personnel and Extra Automotive. We welcome applications from all qualified work-seekers, and do not discriminate by gender, or any other characteristic in the selection process.

Internal vs Temporary

When we recruit for internal positions within Jobandtalent UK, we see a far higher proportion of applications from women when compared to applications for our temporary assignments for clients. This is reflected in the fact that the majority (61.02%) of employees are female.

Restructuring

Q2 of 2022 saw the departure of some women in leadership roles within Jobandtalent UK, including a CEO and the HR, Legal and Compliance Director. The CEO position was filled by a male candidate, and the HR, Legal and Compliance Director was not replaced due to a restructure. This has lowered the average pay for women in our calculations this year, however we hope to see female candidates for future leadership positions.

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 2023.

We can confirm the data reported above is accurate.



Andrew Small - Managing Director
Jobandtalent UK Ltd
26th of February 2024