

# Gender Pay Gap Report

2025



# Good Work Starts with Equal Pay

At Staffline, we want to ensure everyone is rewarded fairly for their work and enjoys the same access to all opportunities.

Encouraging career progression for all colleagues in our business, regardless of gender, has always been and remains at the heart of our leadership team's agenda. All our employees are important to us, and we remain committed to attracting and retaining the very best talent while ensuring that gender is never a factor in decision-making.

Being a truly diverse and inclusive company is not only the right thing to do, but also crucial to helping us grow, attract talent and engage with our customers. We believe that having an inclusive workforce, which reflects the society we operate in, is key to our long-term success.

The most recent national gender pay gap according to the Office for National Statistics (ONS) is **12.8% across all employees.**

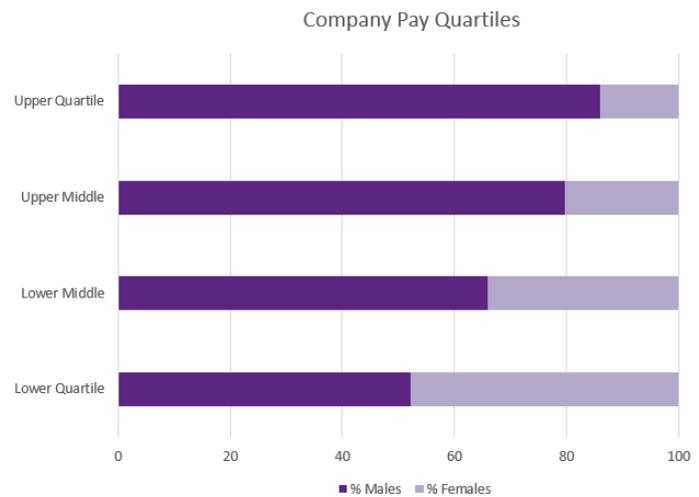
At Staffline, the **mean gender pay gap is 14.5%, with a median gender pay gap of 13.4%.**

At Staffline, **over 97% of employees are temporary workers**. All are paid the same hourly rate for the same work, irrespective of gender.

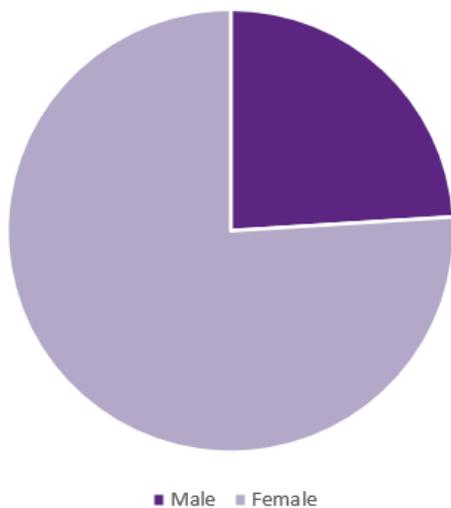
However, the gap is explained by those workers involved in the higher paid Driving sector being predominantly male.

We recognise that our Gender Pay Gap, in line with many other UK companies, is largely attributable to the fact that more male colleagues are working in our senior roles.

This analysis shows that as pay increases the proportion of male colleagues also increases.



## Bonus Recipients by Gender



Our figures show that although there is a higher percentage of females receiving bonus than males, **our mean gender annual bonus gap is 69%, with a median gender annual bonus gap of 46%**.

This is again due to the relative number of senior male colleagues. **33% of senior leaders are female, which remains our biggest challenge** to making an improvement in this area.

**This has decreased from 38% in 2024 and slightly increased from 32% in 2023.**

We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap) Regulations 2017.

**Sarah White, People & Culture Director**