

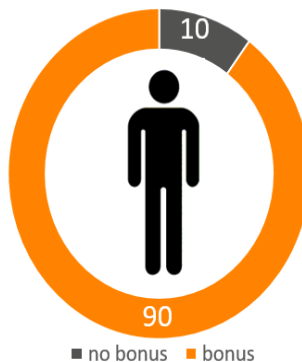
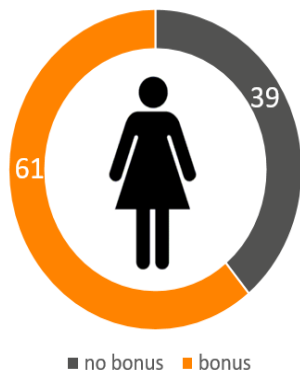
Pay Gap Report 2021/22

Pay and Bonus Gap

Difference between Men and Women		
	Mean	Median
Hourly Rate	16.70%	18.06%
Bonus Paid	48%	20%

This table shows the overall mean (average) and median (middle figure) gender pay gap based on hourly rates of pay taken from the period requested by HMRC (5 April 2022). You will also find the mean and median of all bonuses paid to both our male and female employees in the 2021-22 financial year.

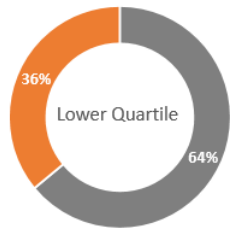
Proportion of staff awarded bonuses in 2021-2022



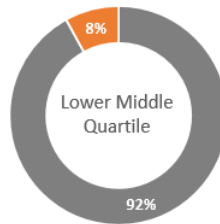
This shows a 29% difference between the number of our male and female employees receiving a bonus for their performance in 2021-2022.

- Received a bonus (%)
- Did not receive a bonus (%)

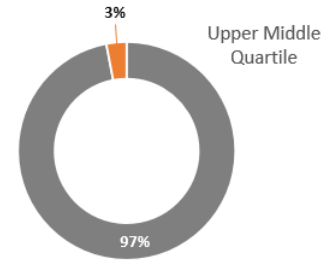
Pay Quartiles



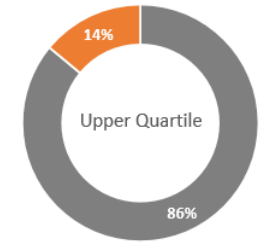
■ Male ■ Female



■ Male ■ Female



■ Male ■ Female



■ Male ■ Female



The above image illustrates the gender distribution at Ardent Hire Solutions across four equal sized quartiles – each containing around 65 colleagues.

We are pleased to report that in the current year, the gender pay gap for hourly rates (mean) decreased from 25.57% to 16.70%, while the median gap remained relatively stable at 18.06% compared to 20.82% in the previous year. For bonus payments, the mean gap significantly decreased from 81% to 48%, and the median gap decreased from 50% to 20%. Overall, there have been improvements in reducing the gender pay gap, especially in bonus payments, with a notable decrease in the mean difference.

We had previously identified that we pay equally for jobs of equal value through a job evaluation exercise. As part of this year's annual pay review we have analysed the impact of the decisions to ensure it does not adversely affect our progress. We remain committed to increasing the proportion of female colleagues at all levels of the business and so reducing the gender pay gap. In a typically male dominated industry, we know this will not be easy but we are committed to moving closer to a 50:50 gender balance at all levels.

I confirm that the data reported is accurate

Jeremy Fish

C.E.O