



GENDER

Pay Gap

INTRODUCTION

Since 2017, any organisations based in England, Scotland or Wales, with at least 250 employees, must publish and report on specific figures about its gender pay gap.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings. The figures must be calculated using a specific reference date, called the ‘Snapshot Date’.

The relevant snapshot date for Brookson Solutions Limited is 5 April each year.

These gender pay gap measures are not a representation of equal pay.

THE REPORTING REQUIREMENTS

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay (Pay Quartiles).

| Reporting Requirement | Percentage Difference (%) |
|------------------------------------|---------------------------|
| Mean Difference in Hourly Rate | 6.72 |
| Median Difference in Hourly Rate | 1.10 |
| Mean Difference in Bonus Payment | 0 |
| Median Difference in Bonus payment | 0 |

BONUSES

As no bonuses are paid by Brookson Solutions Limited, the necessary data is recorded as 0.

Pay Quartiles

| | MEN % | WOMEN % | NO. OF MEN | NO. OF WOMEN |
|-----------------------|-------|---------|------------|--------------|
| UPPER (75-100%) | 77.24 | 22.58 | 192 | 56 |
| UPPER MIDDLE (50-75%) | 69.48 | 30.52 | 173 | 76 |
| LOWER MIDDLE (25-50%) | 74.19 | 25.81 | 184 | 64 |
| LOWER (0-25%) | 71.89 | 28.11 | 179 | 70 |
| TOTAL | | | 728 | 266 |



WRITTEN STATEMENT

Since the last Gender Pay Gap Report, the number of Brookson Solutions' employees has slightly increased from 913 to 994, with the large majority of this increase being male. Despite the increase in male employees, the gender pay gap has decreased this year, with the mean reducing from 16.21% to 6.72%.

The high proportion of male compared to female employees (273%) can be explained by

- (a) the fact that Brookson Solutions predominantly employ individuals within the male dominated construction and engineering sectors; and
- (b) with evidence to suggest that women prioritise job security, regular income and childcare stability, which come with traditional employment rather than contracting whereby there is a risk, at short notice, of no available work.

As per the previous year's report the highest number of females are contained in the Upper Middle Quartile, however, as demonstrated in the

| Female | |
|--------------|--------|
| Upper | 21.05% |
| Upper Middle | 28.57% |
| Lower Middle | 24.06% |
| Lower | 26.32% |

Furthermore, the split is also fairly even across the male employees, with slightly more males occupying the Upper quartile

| Male | |
|--------------|---------|
| Upper | 26.37% |
| Upper Middle | 23.76% |
| Lower Middle | 25.28 % |
| Lower | 24.59 % |

HOW WE WILL REDUCE THE GAP

As Brookson Solutions is an umbrella company, its employees source their work on their own or via a recruitment agency, and Brookson Solutions has little involvement in negotiating the rates agreed for the services provided. Brookson Solutions trust that recruiters have the necessary understanding of current market relevant rates for the services provided by our employees. Brookson Solutions prides itself on working effectively with trusted recruitment agencies, this relationship will continue to ensure adequate and equal pay rates are proffered to its employees. Brookson Solutions is committed to ensuring accessibility to all contracting roles and recognises the need to attract talented individuals for each role, regardless of gender.