

Tennial Personnel Gender Pay Gap

As a recruitment company for the purposes of gender pay gap reporting it is necessary to include both our internal staff but also our temporary workers who are on assignment with our clients.

The inclusion of temporary workers within our pay gap information impacts greatly and distorts in certain areas due to varying sectors altering the overall mix and ratios of male to female, higher pay and lower paid roles based on industries or roles we are recruiting within. Pay rates and bonuses are also dictated by clients and other than the regulatory element required by Living wage, Minimum Wage and Agency Worker Regulations we can have no influence with regards to change pay rates or implement changes to reduce the pay gap.

Overall there would be no difference in pay between our male and female employees in similar roles within our permanent workforce, ie office staff and both female and male staff would be are in receipt of bonus. At the time of the snapshot there were no relevant male employees based within the office.

Male and female sales staff have equal opportunity to earn bonus and it is paid at the same levels

The following figures are inclusive of all employees, both permanent and temporary staff on assignment with our clients

Mean gender pay gap : -8%

Male employees have a lower pay rate than female employees.

Median Pay gap: 0%

There is no difference in the median pay of men and women

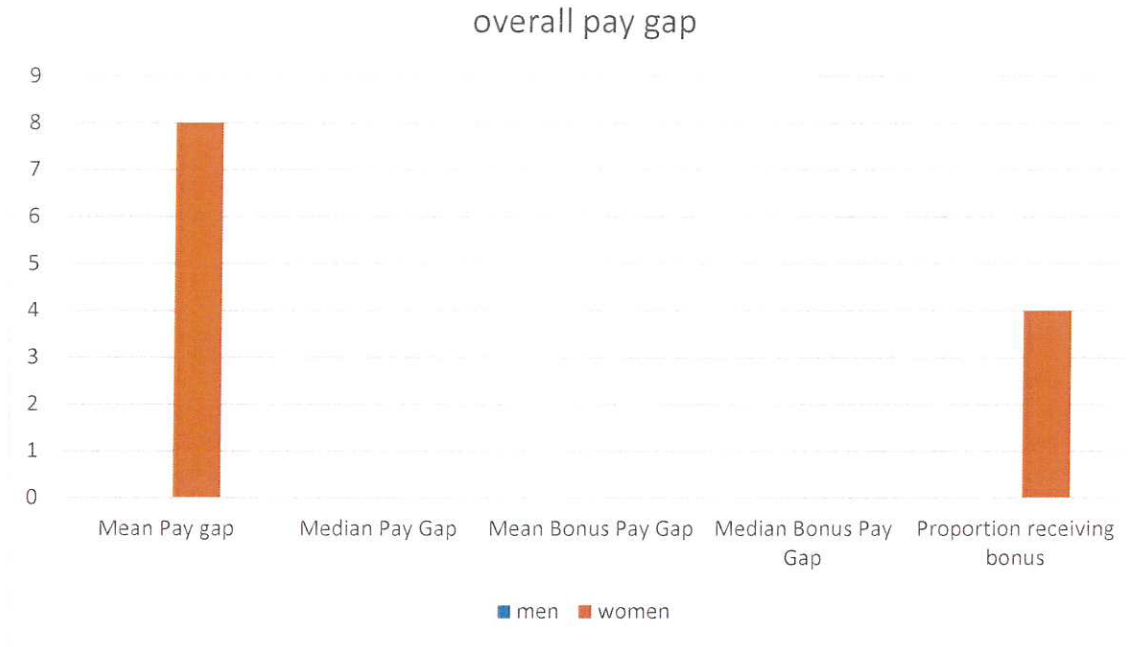
Mean Bonus pay gap :

Median Bonus gap

Proportion of men receiving bonus 0%

4% of relevant female employees receiving bonus

Bonus is only paid to office staff. At the time of the snapshot there were only women working in the office as relevant employees receiving bonus. There were no male relevant employees receiving bonus.



Lower salary quartile:

Of 53 employees in this quartile 52% men and 48% women

Lower middle quartile:

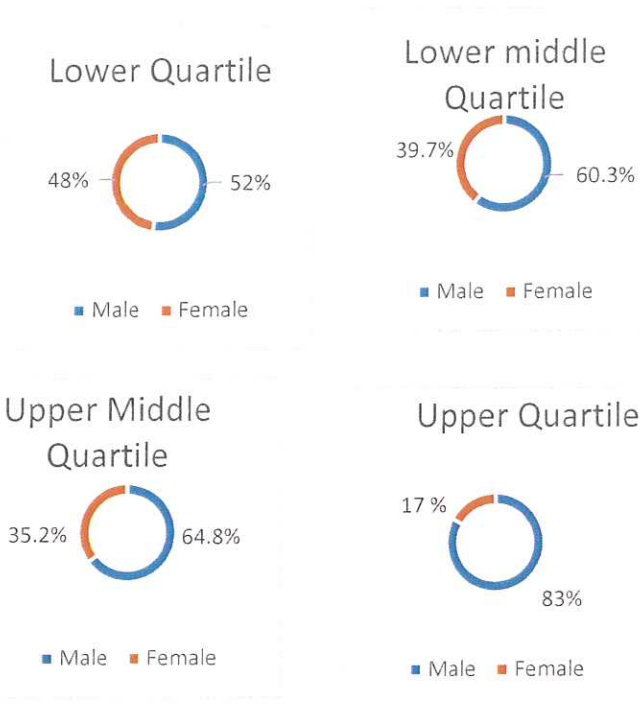
Of the 53 employees in this quartile 60.3% men and 39.7% women

Upper Middle Quartile:

Of the 54 employees 64.8% are men and 35.2% woman

Upper Quartile

Of the 53 employees in the upper quartile 83% men 17% women



There are less women to men in each quartile. Women do not outweigh men at the lower end. There are substantially less women in the higher quartile. The differences more likely reflects the roles that the organisation recruits for to be placed in temporary positions with our clients as opposed to any disparity as a gender pay gap



Dennis Tennial FIRP CertRP

Managing Director