



2023



GENDER PAY GAP

REPORT

2023 Gender Pay Gap Report



At PGL our purpose is clear, we aim to enrich the lives of young people. To achieve that purpose, we know that first we need to start with the people that help us to reach our goals, our colleagues across the PGL Group.

We have spent the last year ensuring that our values are embedded in the heart of everything we do, including Respect and Inclusivity. These values are crucial to the business, as they ensure we build inclusive and diverse teams to be proud of and allow each colleague to be their authentic self at the PGL Group, achieving their full potential with the support of their colleagues and the business.

As is common in our industry, our UK team is made up of many seasonal colleagues who join us for our key operating season, all supported by a core permanent base of Support Centre and locally based Centre teams.

Of the 1623 colleagues in the report, 50.6% are male and 49.4% are female.

We are very proud that for the sixth year in a row, the PGL Gender Pay Gap of 0.10% is better than the Office for National statistics (ONS) figure

What is the Gender Pay Gap?

The Gender Pay Gap is a very high-level calculation that expresses the difference in the hourly rate of pay between men and women as a percentage of female pay. The Gender Pay Gap can be driven by a whole array of different factors, but crucially this is often driven by a lack of women in senior positions within an organisation.

It is very important that we understand that the Gender Pay Gap is a different matter than the issue of Equal Pay, which is the legal requirement for men and women to be paid the same for work of equal value governed by the Equality Act.

To calculate Gender Pay Gap statistics, the PGL Group has followed the set of calculation methods set out by the Government Equalities Office to report our median and mean (average) hourly pay, bonus pay gaps and to explain the distribution of males and females across all pay quartiles.

The 'median' is the middle number in a sorted list of numbers. To determine the median value in a sequence of numbers, the numbers must first be sorted, or arranged, in value order from lowest to highest or highest to lowest. The median is the statistic typically referred to when referring to the Gender Pay Gap.

The 'mean' is calculated by adding together all the numbers in a sequence and then dividing that number by how many numbers there are. For example, to calculate the female mean Gender Pay Gap we have added up the hourly rates of all in-scope female colleagues, and then divided that by the number of in-scope female colleagues. This is commonly called an 'average' and is not often used when referring to the Gender Pay Gap.



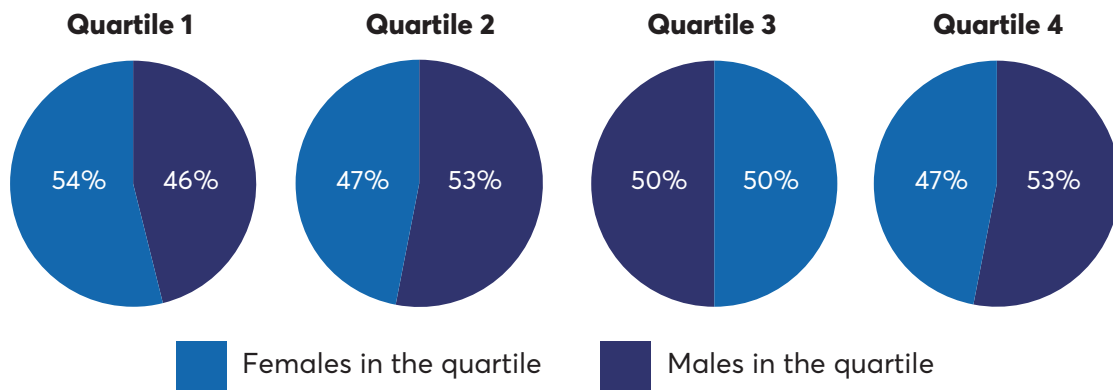
Our numbers

We are very proud that for the sixth year in a row, the PGL Gender Pay Gap of 0.10% is considerably lower than the Office for National Statistics (ONS) figure of c.15%. This means that the male rate of hourly gross pay is ever-so-slightly higher than female pay; whereas per the ONS the hourly pay for females in the UK is around 15% lower on average than male hourly pay.

	GENDER PAY GAP
MEDIAN	0.10%
MEAN	4.29%

For bonuses, the eligibility was 61.5% for males and 54.4% for females. There is no median gender bonus pay gap this year with the median for men and women being £250.

Pay Quartiles



This information shows the percentage of males and females in each pay quartile.

We have representative and consistent populations across all pay quartiles, and the pay variances across the quartiles are relatively low due, in part, to our flat pay structures within PGL.

What is pleasing, and what is likely to contribute considerably to any actions we take in the future, is the relative parity in numbers of male and female in the upper quartile of pay, taken in the context of the male and female demographic across the PGL Group.

This parity is something that we have enjoyed in each of the previous years as well, and it indicates that both male and female employees have an equal opportunity to fulfil senior roles within the business, which is one of the key desired outcomes behind the implementation of Gender Pay Gap reporting for the UK economy.



Commitments



We're in an important period of transformation, one that is focused on bettering the PGL Group experience not only for our customers, but for our colleagues too.

Championing our Inclusivity value, we've appointed a lead to head up the Equality, Diversity and Inclusion strategy, and have partnered with a specialist external agency to help deliver this strategy in a meaningful and sustainable way.

We've appointed an ESG Manager, who as part of their remit will be instrumental in ensuring we are an inclusive employer and invest in our people.

We have also recruited three Health and Wellbeing Partners, with a fourth in the pipeline, committed to working with our centre colleagues to provide a positive and supportive environment for teams.

And from the first of April, we will be recognising the Living Wage Foundation (LWF) wage and have started our application to be an accredited LWF employer.

All these changes are steps in the right direction to ensuring the PGL Group is an environment that our colleagues feel at home and part of a culture that enables everyone to thrive and grow. There's always more work to do, but we are truly committed to our values of inclusivity, respect and teamwork,

I confirm the data reported is accurate.

Anthony Jones

Chief Executive

May 2023