



2020

GENDER PAY GAP REPORT

2020 Gender Pay Gap Report



At PGL we are proud of our inclusive and diverse team where we believe anyone can achieve their full potential.

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

Overall, the headcount difference between men and women is 54% Males and 46% Females.

The table below shows our overall mean and median hourly gender pay gap and bonus pay gap at the snapshot date of 5 April 2020 for pay and in the 12 month reference period up to 5 April 2020 for bonuses.

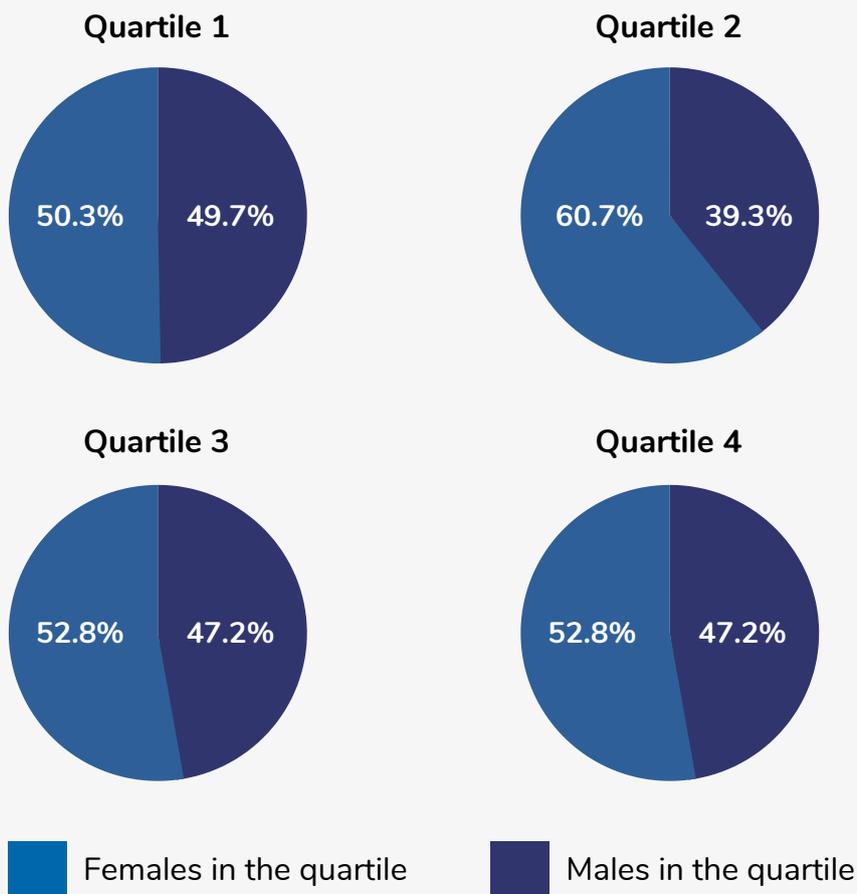
	MEAN	MEDIAN
HOURLY PAID	4.15%	-2.81%
BONUS PAID	14.85%	-27.99%

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We are very pleased that for the 4th year running, our median pay rate of -2.81% compares very favourably with the national average of 15.5% (Office for National Statistics, 2020). i.e overall, the median male pay is 2.81% lower than the median female rate of pay.

The information below outlines our gender distribution across four equally sized quartiles, ranking from the lowest to highest paid roles.

Pay Quartiles



The flat structures in our organisation mean that the variance in hourly pay between the lowest paid person in Quartile 1 and the highest paid person in Quartile 3 is only £6.44 per hour and the gender split across these three quartiles is 55% male and 45% female.

In Quartile 4 whilst there are slightly more males than females, we are pleased to say that the median pay gap is just 3%.



Proportion of colleagues awarded a bonus

In respect of bonus payments, in contrast to 2018/19, no salary related annual bonus payments were made in the 2019/20 year. Salary related bonus payments in the previous year gave rise to a high level of consistency between male and female bonus payments, however this year the comparison is only on commission or target related earnings.



- 3.03% males received commission earnings

- 96.97% males did not receive commission earnings



- 11.07% of females received commission earnings

- 88.93% of females did not receive commission earnings
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However, there are a higher number of successful female commission earners overall compared to the males, giving a median commission amount of -27.99% i.e overall, the median male commission amount is 27.99% lower than the median female commission amount.

We remain confident that our team are paid equally for doing the same or equivalent jobs across our business, and the small difference in Median and Mean pay mainly reflects time in role and skill set factors for some individuals.

We continue to be committed to fair pay irrespective of gender and will maintain our stance of reviewing our policies and practices, including proactively reviewing decisions related to annual pay and bonus awards.

I confirm the data reported is accurate.

Anthony Jones
Chief Executive
October 2021

