

# STR GROUP

GENDER PAY GAP  
REPORT 2018



# GROUP STATEMENT

Welcome to our second annual gender pay report published in line with UK Government regulations.

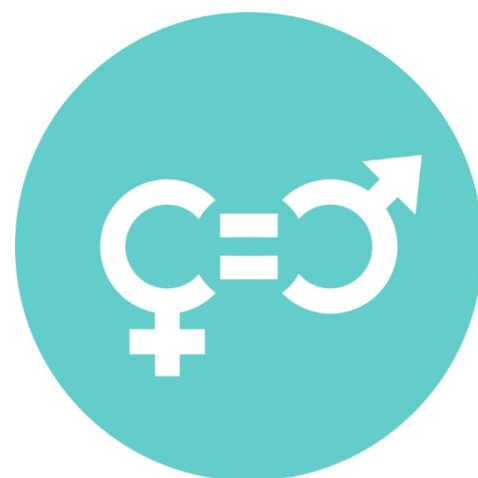
STR Ltd (STR) trades as six international micro-specialist staffing brands, delivering permanent and interim contract recruitment services, managed work programmes and outsourced solutions across the UK, US and EMEA.

Since April 2017 all organisations that employ over 250 employees have been required to report annually on their gender pay gap. By measuring and then comparing the earnings of men and women across all levels of an organisation, it aims to highlight where there are potential discrepancies in the opportunities available for men and women which might then contribute to a difference in average pay. This approach strives to focus companies on ensuring that potential career paths and opportunities are equal across the board and any potential obstacle or barrier is removed.

As a Group, STR supports diversity and is committed to ensuring that everyone has the same opportunity to progress in their careers and to achieve their full potential. Engaging across the globe, we embrace the value that diversity brings. We extend these values not only to our workforce but also to our clients and to our candidates with whom we engage in the provision of our recruitment services.

The following information reflects our 2018 figures calculated in line with the reporting requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We aim to be transparent at all stages from the reporting of our data through to the steps we have and will continue to take to support equality, diversity and inclusion.

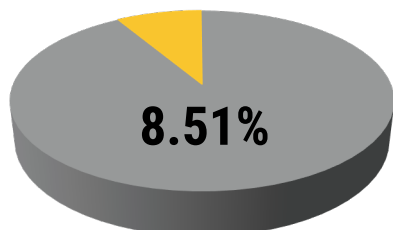
Clive Hutchings  
CEO



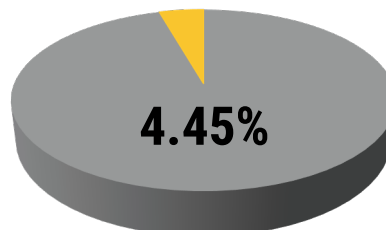
# OUR RESULTS

## BASED ON HOURLY RATE

Mean gender pay gap

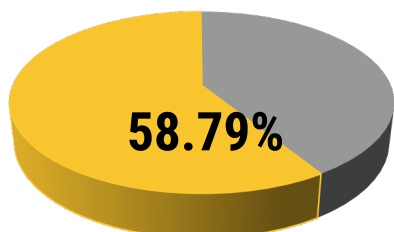


Median gender pay gap

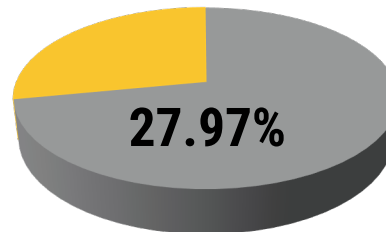


## BONUS

Mean gender pay gap

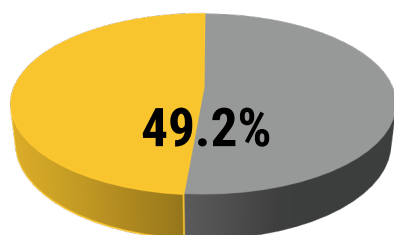


Median gender pay gap

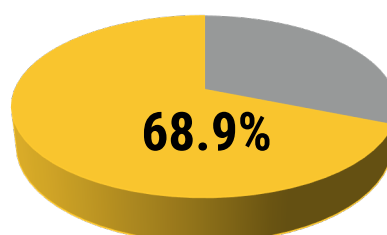


## PROPORTION RECEIVING BONUS

Men



Women



## DEFINITIONS

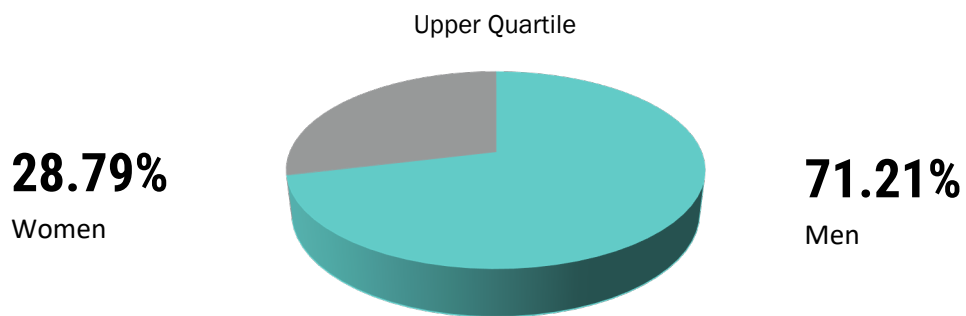
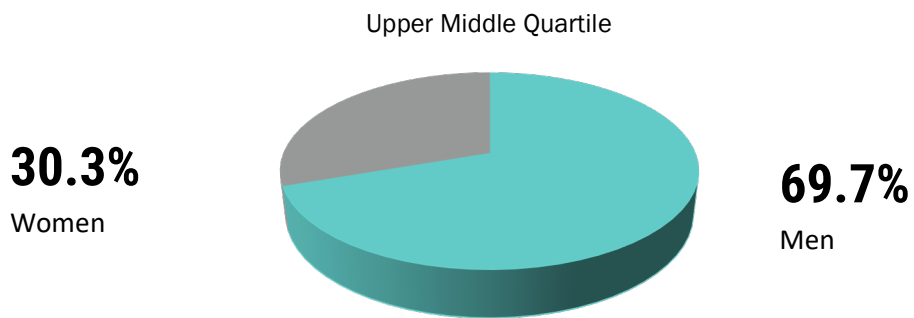
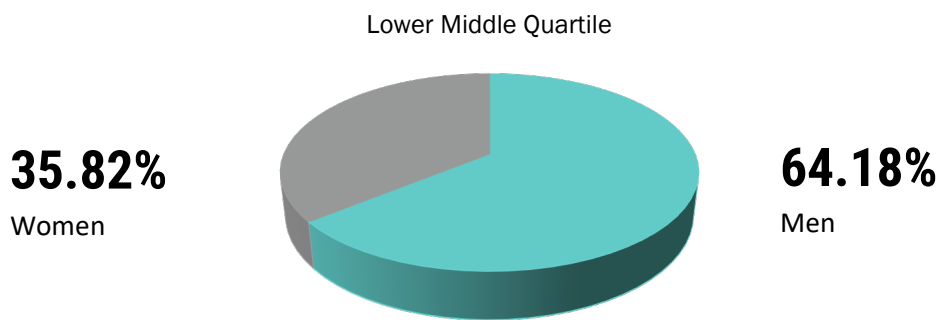
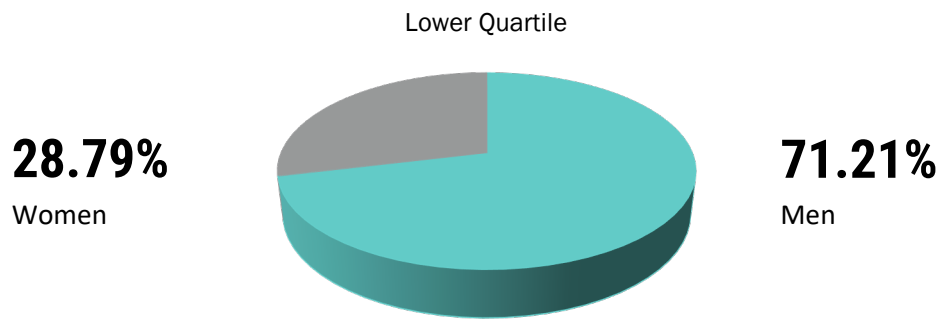
### Mean

This is the difference in the average hourly rates of pay for men and women. It totals the hourly rates for men and for women and then divides each by the number of men and/or women in scope

### Median

This orders the hourly rates for both men and women from the lowest to the highest and then selects/compares the middle point.

**MALE & FEMALE DISTRIBUTION BY PAY BAND QUARTILES  
BASED ON HOURLY RATE**





## KEY POINTS TO CONSIDER

- STR data reflects all of those employed by STR Ltd. For the purposes of the Gender Pay Gap Reporting only, for STR this represents:
  - STR's own employees on contracts of employment across our sales and group services/support, where STR is responsible for career development/opportunities and pay; and
  - Those temporary workers on contracts for services with our end clients and for whom STR are administering their full payroll (all deductions made at source). For these individuals, rates of pay are determined by the end client and can differ greatly depending on the industry, sector and job role.
- Each of our quartiles contains 66 employees (67 in the 'Lower Middle Quartile').
- Figures in our 'Upper Middle' and 'Upper Quartile' show fewer females in more senior positions at the time of this data collection. 'Looking to the Future' we have and continue to address this, engaging greater diversity at management level through various initiatives.
- STR operates a salary sacrifice scheme on benefits including pension contributions and childcare vouchers. The level and variety of these benefits and in turn, deductions depend on the seniority of role and the employee's personal choice.
- Approximately two thirds of STR's employees are engaged on a commission basis; the value of which is influenced by the individual's own performance.
- STR currently engages a greater number of women than men in part time positions. The Bonus Pay Gap calculations do not recognise that an individual may be part time so do not allow for us to adjust to compare with a full time equivalent.

## SUMMARY

The primary cause of the gender pay gap is an imbalance in the number of men and women who are temporary workers on contracts for services with our end clients. STR also have fewer women in senior roles which causes an imbalance as inevitably people in more senior roles receive the highest pay. We continue to look to encourage better gender balance throughout the organisation through our HR processes.

The future of STR relies on our people, if we are to grow, we recognise that we need engaged employees performing at their best. Flexible working is a key focus area in helping us to engage with our employees, as a culture supporting flexibility can encourage better gender equality.

STR continues to review its total reward strategy with an emphasis on equality and fairness and not discrimination for any reason.

STR recognises a diverse workforce is also a better workforce and we must do better.



## LOOKING TO THE FUTURE

- Continue to support flexible working to encourage better home/life balance and the return/retention of valuable skillsets in workers returning from maternity, extended paternity or career breaks
- Continue to provide and promote regular training to all key leadership and management roles on employment, equality and diversity
- Continue to recognise and promote women into key management roles within the Group and in turn encourage the active mentoring of others