



Gender Pay Gap Report

2018

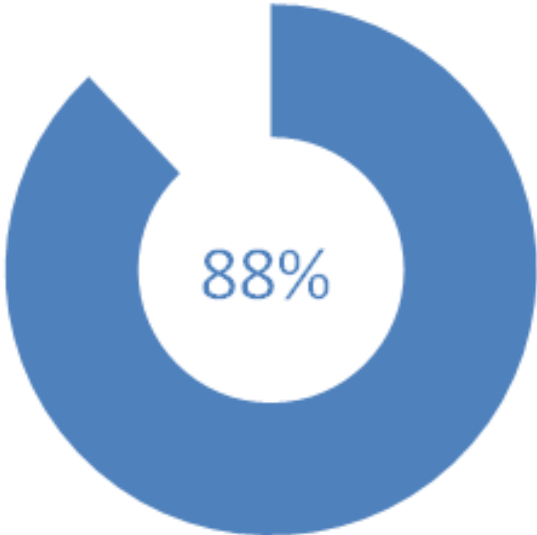
Pay & Bonus Pay Gap

PAY GAP AND BONUS DIFFERENCE BETWEEN MALE AND FEMALE EMPLOYEES

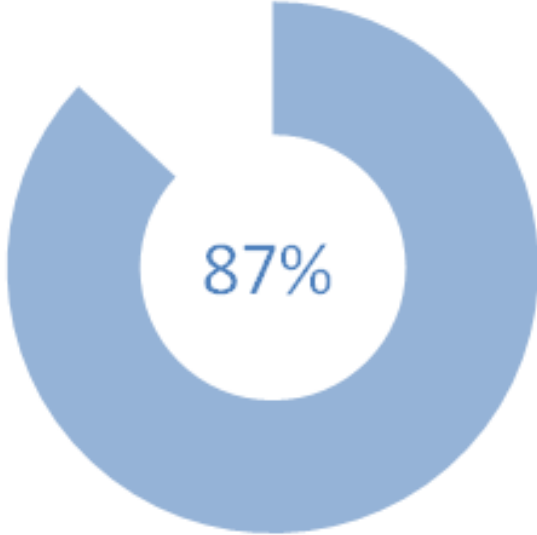
	Mean	Median
Hourly rate of pay	6.29%	5.99%
Bonus pay	14.41%	10.30%

Bonus Payments

PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY



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Quartile Pay Analysis

PROPORTION OF MALE AND FEMALE EMPLOYEES
ACCORDING TO QUARTILE PAY BANDS



Supporting Narrative

- At Xoserve, we believe in creating a diverse and gender balanced workforce
- We believe in equality and diversity, and are an inclusive employer
- Despite our gender pay gap being significantly below the national average, we continue to challenge ourselves to further reduce our GPG
- Actions we are taking, include but are not limited to:
 - Encouraging our agencies to provide blended shortlists
 - Ensuring management development opportunities are available to all
 - Supporting flexible working
 - Training Diversity Champions through 2019.