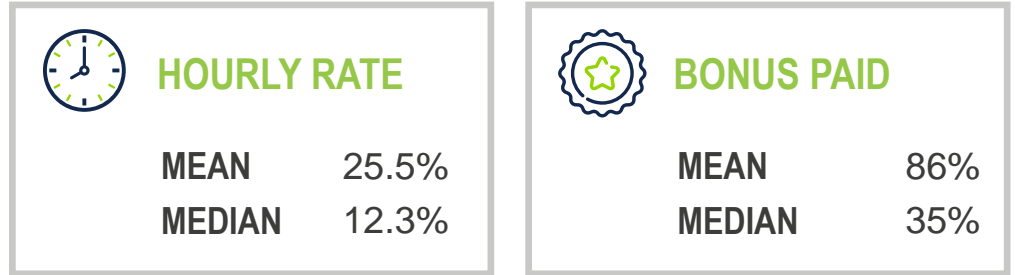


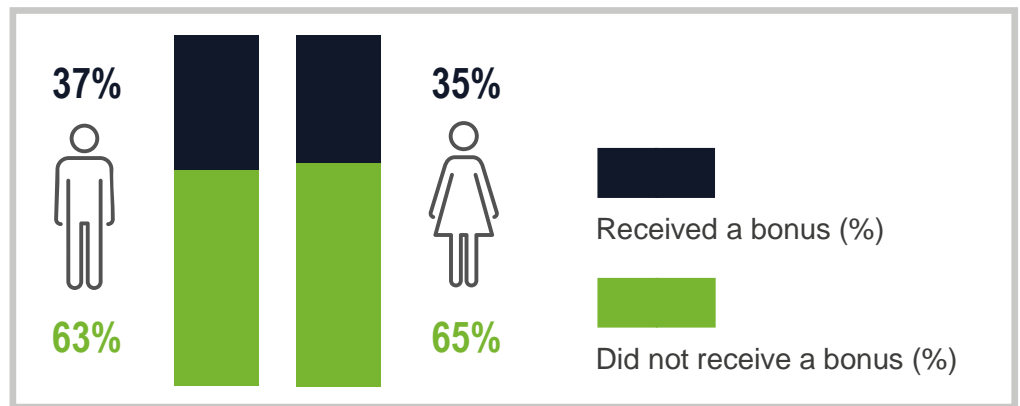
PeopleScout is committed to equality in all aspects of our business, including in the area of gender pay.

GENDER PAY AND BONUS GAP

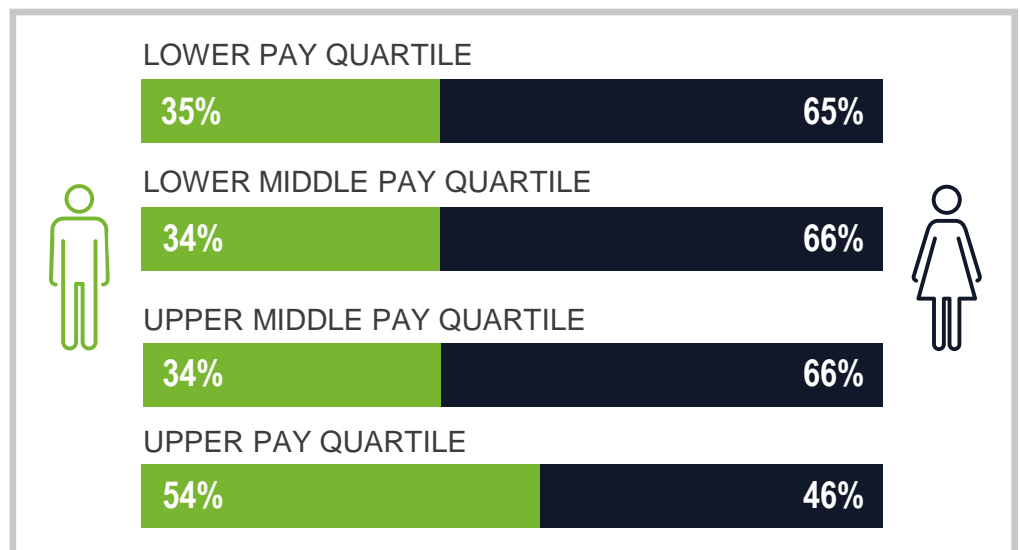


The tables above show PeopleScout’s overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date 5th April 2022. It also illustrates the mean and median difference between bonuses paid to men and women in the year up to 5th April 2022.

PROPORTION OF EMPLOYEES PAID A BONUS



PAY RATE QUARTILES



2022 GENDER PAY GAP

» OVERVIEW

This report sets out the results for the snapshot date of 5th April 2022 and provides additional information regarding our gender pay gap and our ongoing commitment to closing the gap.

As a business we are committed to ensuring a diverse workforce and inclusive environment, where all employees can realise their potential and thrive. We recognise how important being a diverse and inclusive organisation, is, and are not complacent in our actions as we know there are always areas in which we can improve.

On an annual basis the Government requires all UK companies with 250 or more employees to analyse its payroll and report on the gender pay gap. The gender pay gap reporting shows the difference between the average employee earnings for men and women in our business. This is different to equal pay and as a business, PeopleScout is committed to ensuring that employees are paid equally for jobs that are the same, similar or of equal value irrespective of gender.

» APRIL 2022

Our 2022 median gender pay gap figure of 12.3% represents a reduction of 4.9% compared to 2021. Our mean gender pay gap, which is the difference between the average hourly earnings of men and women, is 25.5%, down 5.4% on 2021.

We continue to see a steady year on year increase of diversity within our upper middle pay quartile and this year our results demonstrate a significant increase of female representation within our upper pay quartile. This has been achieved through our continued activities to identify future female leaders and our ongoing efforts to encourage the advancement of our employees through recruitment, development and engagement, which are built with diversity and accessibility in mind.

Gender diversity in all quartiles remains a priority for PeopleScout. Our gap is reducing year on year, and we are delighted to have achieved a substantial shift in the representation of female employees within our upper pay quartiles, however we remain mindful that we must continue to take proactive steps to close our gap and to ensure gender parity across all quartiles. We continue to implement and drive further initiatives that are built to support the recruiting, development and advancement of our future female leavers, including:

- Development programmes including Leadership Blueprint, Bridge and Pathways which have been built on the foundation of our leadership competencies including collaboration, developing talent and inclusivity. We will further embed leadership accountability to these competencies through quarterly and annual reviews. We believe that promoting an inclusive mindset in all aspects of management will drive mindful recruiting and progression decisions, supporting an enhanced culture of belonging.
- Implementing job architecture which supports the development of career pathways for all core business functions, supplemented by tailored learning paths to support the growth and development of our people.
- Externally supported policy review, to identify gender inclusivity gaps, including the introduction of diversity conscious policies that support a culture of awareness and understanding, including a menopause policy.

- Harnessing HR data and regular pulse survey data to better understand and assess diversity disparities in recruiting, development and progression. This data will be used to further inform decisions including but not limited to role advertisement and promotion activity and internal initiative creation.
- Enhanced Developing Female Talent group activities including workshops, forums, networking events, speaker series and career panels
- Expansion of the Global Mentorship Programme, built to support the advancement of employees through global mentoring relationships, to include an ED&I stream which provides the opportunity for employees to develop an empowering partnership to enhance the qualities of diverse professional relationships.

Our ability to create a culture that champions diversity and inclusivity is essential to us and who we are at our core. Organisations that celebrate and enable individuals of all identities to share their perspectives, enhance creativity and lead to better decisions and performance.

At PeopleScout, we are committed to closing the gender pay gap and to nurturing a culture of conscious inclusion where everyone is seen, heard, understood and valued. Our work doesn't stop here. We will continue to take proactive steps to pursue our goal of gender parity.

I can confirm that the information in this report is accurate.

Andrew Wilkinson



Executive Leader, Group Managing Director of EMEA & APAC