



Gender Pay Gap Report



Quattro Group Holdings (including Quattro
Recruitment Ltd and Quattro Healthcare Ltd)
trading as
gap personnel and gap healthcare

2018
figures

What is the Gender Pay Gap?

From April 2017 all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap shows the difference between the average (mean/median) earnings of men and women.

Quattro Group Holdings, including Quattro Recruitment Ltd (trading as gap personnel) and Quattro Healthcare Ltd (trading as gap healthcare) is a leading provider of temporary and permanent staffing to the industrial, commercial and healthcare sectors.

Working in partnership with clients we place more than 2,000 temporary candidates every week. The definition of "employee" for gender pay purposes includes a large number of our temporary workers. These are workers engaged by us but placed on assignment with our clients. Although we ensure our temporary workers are paid fairly and in accordance with all legislation (including National Minimum Wage legislation and the Agency Workers Regulations 2010), we have limited influence over the pay of these workers as it depends on the rate specified by a particular client. Without the ability to influence or change pay rates there is little scope to implement solutions.

We supply workers to a range of clients across a number of different sectors. These workers will be placed in a variety of roles so it is challenging to compare bonus data.

Who do we report on?

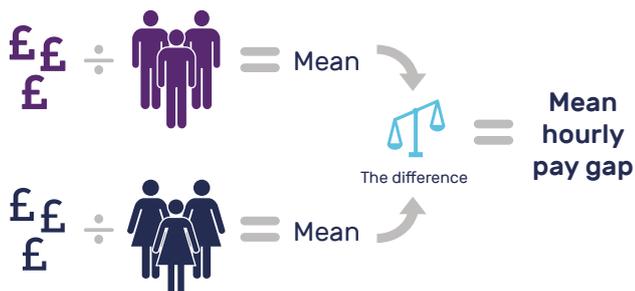
Quattro Group Holdings' workforce takes into account both internal and temporary staff, which consists of more males than females.



Understanding the calculations

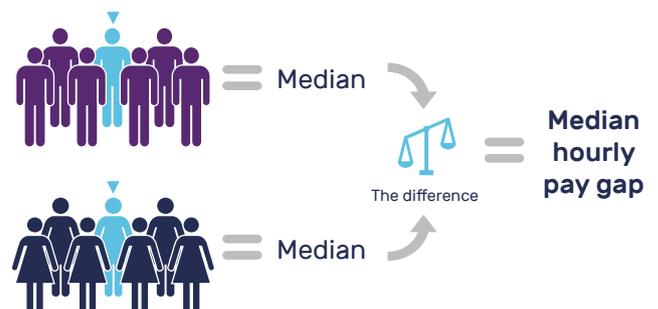
Mean hourly pay gap

This is the difference in average hourly rates of pay for men and women. It adds up all the hourly rates for men, all the hourly rates for women, and divides each by the number of men and women respectively within the scope of the calculation. It then looks at the difference.



Median hourly pay gap

This measures the hourly pay rate of the middle point in a population. If you separately lined up all the women in a company and all the men, the median pay gap is the difference between the hourly pay rate of the middle woman compared to that of the middle man.



What our results say

Quattro Group Holdings' Gender Pay Gap figures are outlined below, calculated as of April 2018.

Median GPG	Median Bonus GPG	Mean GPG	Mean Bonus GPG
15.3%	66.2%	-1.5%	-185.8%

Quartile Bands	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	43.4%	45.2%	35.2%	24.9%
Male	56.6%	54.8%	64.8%	75.1%

Quattro Group Holding's overall median gender pay gap is 15.3% which is better than the ONS (Office of National Statistics) estimated national average of 17.9%.

Objectives

Continue to encourage diversity and support in all areas of the business.

The figures set out above have been calculated using the standard methodologies and used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Mark Brown, Group Managing Director, Quattro Group Holdings Ltd, confirm the information in this statement is accurate.

Date: 27/03/2019

Signed:

