



Gender Pay Gap Report



Introduction

At Carbon60, we welcome the opportunity to share our gender pay gap as it will help us have more meaningful conversations with our people and our customers about equality, diversity and inclusion.

Overall, Carbon60's median Gender Pay Gap is 0.00% which is an improvement on last year's figure of 4.56%, considerably lower than the national average of 17.9%. This is particularly encouraging when we consider the average Gender Pay Gap in Construction is 23.6%. Of the people included in the calculations, 80% are temporary workers whose pay is fixed by our customers.

In the interests of full disclosure, we have also chosen to provide an analysis of our 145 permanent UK employees. Among Carbon60's people, our median gender pay gap is 41.55%.

Our pay structure equally rewards men and women performing the same roles, yet women are under-represented in senior management and in high bonus-earning sales roles at Carbon60.

The staffing, engineering, construction and aviation sectors attract fewer women than men - just 11% of the UK's engineering workforce is female, according to the Women in Engineering Society. It is these sorts of societal and sector-based imbalances that heavily impact our candidate pools and given that Carbon60 specialises in these areas, compounds our gender pay gap further.

We have made good progress with diversity and inclusion at Carbon60 and understanding our gender pay gap drives us to do more. We are committed to improving the gender balance of our senior managers, which is key to tackling our gender pay gap.

We are also investing in a range of initiatives to bring about change and this report outlines more detail about what we are undertaking as part of a broader focus on creating a more inclusive workplace.

Paul Nolan

Managing Director,

Carbon60



I confirm the information and data reported is accurate as of the snapshot date 5 April 2018.

A handwritten signature in black ink, appearing to read 'Julia', written over a light blue background.

Julia Robertson

Group CEO, Impellam Group Plc

Understanding the gender pay gap

Gender pay vs equal pay

A gender pay gap shows the difference in average pay across all of the men and women in an organisation, industry or country as a whole. It can be driven by the differing number of men and women across all roles.

It is not the same as an equal pay comparison which looks at how much men and women are paid for carrying out the same role.

How we calculated our numbers

Under the UK Government's new Gender Pay Gap regulation, companies need to report their gender pay gap for all legal entities in Great Britain with more than 250 employees. We have provided data on all of our permanent and temporary employees, as required by the regulation. Given we are a staffing business we have a very high number of temporary workers on our payrolls at any one time.

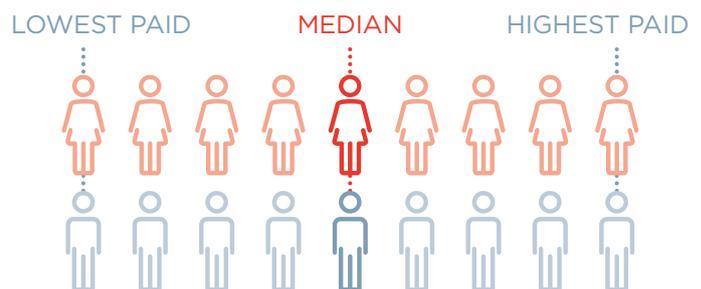
This number fluctuates depending on requirements from our clients, and typically the rate of pay that our temporary workers receive is decided by our clients. We have also reported on our permanent employees only and our temporary employees only.

Pay quartiles explained

A pay quartile is calculated by listing the hourly pay rates for everyone in the business then dividing them in to four equal sized groups. We then work out the percentage of men and women in each group.

Median and mean gaps explained

The figure used most regularly is the **median gender pay gap**. To help bring this to life, imagine all of the women at Impellam standing in one line, from lowest paid by hour to highest, and all of the men doing the same in another line. The median gender pay gap is the percentage difference in hourly pay between the woman in the middle of the line and the man in the middle of the line. Hourly pay includes leave and any shift premiums, but not overtime.



The **mean gender pay gap** is the percentage difference in the average pay of men and women. This is calculated by adding up all of the hourly pay rates for all of the women in a business and dividing it by the number of women, then doing the same for the men and comparing the difference. The mean can be affected by different numbers of men and women in different roles. This is why we also report the number of men and women in different pay quartiles.

We also report the median and mean differences in bonus pay over a twelve month period, and the percentage of men and women who received a bonus.

A positive percentage shows a gap in favour of men; a negative percentage shows a gap in favour of women.

Our figures for 2018

All UK employees, including temporary and permanent

Pay - hourly rate

Median

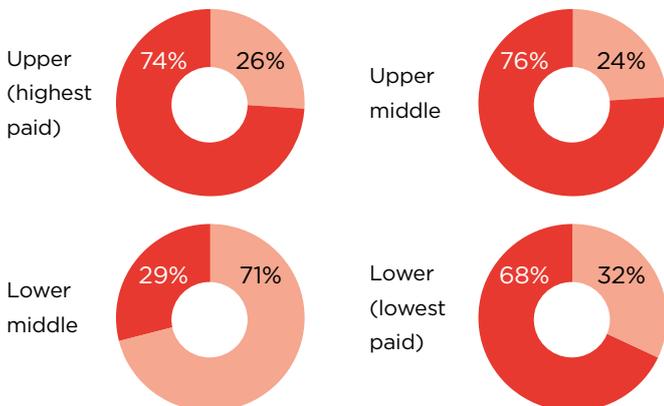
0.00%

Mean

15.40%

Proportion of employees according to quartile bands

● Male ● Female



Bonus pay difference between men and women

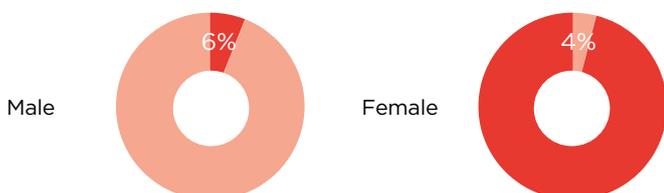
Median

58.28%

Mean

66.46%

Percentage of males / females receiving a bonus payment



Did you know?

- Carbon60's overall median gender pay gap is 0.00%, an improvement on last years' figure of 4.56%.
- We have more men than women in senior roles and this is the reason for our gender pay gap.
- We have more men working in sales roles that attract high bonus payments, whereas we have more women working in support and administrative roles that don't tend to attract bonuses.

Permanent employees only

Median / mean hourly pay gap	41.55 / 41.67%
Median / mean bonus pay gap	58.28 / 66.46%
% males / females receiving a bonus payment	76.25 / 54.29%
Upper quartile (male / female %)	83.78 / 16.22%
Upper middle quartile (male / female %)	75.00 / 25.00%
Lower middle quartile (male / female %)	38.89 / 61.11%
Lower quartile (male / female %)	22.22 / 77.78%

Temporary employees only

Median / mean hourly pay gap	0.00 / 5.91%
Median / mean bonus pay gap	No bonus paid
% males / females receiving a bonus payment	No bonus paid
Upper quartile (male / female %)	75.17 / 24.83%
Upper middle quartile (male / female %)	66.90 / 33.10%
Lower middle quartile (male / female %)	41.38 / 58.62%
Lower quartile (male / female %)	71.03 / 28.97%

How we are building an inclusive business

We are committed to creating an inclusive and diverse business built on trust, and the following initiatives support our goals:

1. We support a diversity and inclusion network

As part of the Impellam Group, we participate actively in the Diversity and Inclusion network which fosters an inclusive and diverse workforce by encouraging positive conversations that drive clear action.

2. We are building a culture of Virtuosity

We continue to invest in our Virtuoso programme which recognises that it is our managers who make the difference in building trust, relationships and better futures for our clients and our people. This focus on Virtuosity is central to our strategy and frees our managers from conventional thinking so they see new possibilities, enabling our people to realise their full potential and to thrive.

3. We address unconscious bias

All our people take and have access to training via our online learning system to help them understand, identify and address unconscious bias. We also offer this training to our customers as and when appropriate.

4. We facilitate conversations around flexible working

We are an inclusive business, and we encourage flexibility, including part-time work and home working. We hold conversations with managers, which enables us to explore whether personal ambitions are being met, as well as business objectives. By addressing the whole person, we will create a more engaged, productive workforce that allows our people to be their authentic selves at work.

5. We support women returning to work

We have increased our maternity leave payments to encourage women to return to work. Since then, 86% have returned after maternity leave. We will ensure all our employees are aware of their rights and options around parental leave.



Carbon60

National Gender Pay Gap for UK in 2018:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>

Average gender pay gap in construction:

<https://www.thetimes.co.uk/article/gender-pay-gap-in-construction-z2gcz29tp>