

GENDER

PAY GAP REPORT 2026



Pertemps 

— www.pertemps.co.uk —

WHO ARE WE?



For over 60 years, Pertemps has been synonymous with both permanent and temporary recruitment. Founded in 1961 as an independent, family-run business, Pertemps has grown into one of the UK's largest independent providers of staffing solutions. We deliver services across all industry sectors, while also specialising in niche recruitment solutions.

We are committed to providing equal opportunities for all, regardless of gender. Pertemps is proud to offer fair, unbiased pay to all employees and to uphold the principles of equality, diversity, and inclusion throughout the workplace.

Our aim is to attract and retain the best talent, enhance employee satisfaction, and reward high performance. To support this, our pay structure is gender-neutral, based solely on role and performance, with no influence from gender or any other unrelated factors.

We actively promote diversity across our business and have been recognised in the UK's Top 100 Best Companies to Work For list for the past 19 years, achieving a three-star "outstanding" rating for employee engagement. Our board comprises **53%** male and **47%** female members, and our Chairwoman is a strong advocate for gender and race equality.

It is important to distinguish between equal pay and the gender pay gap. Equal pay refers to men and women receiving the same pay for the same or equivalent roles. The gender pay gap, however, compares the average earnings of men and women across an organisation, expressed as a percentage. Monitoring this allows organisations to identify trends and take action to reduce disparities.

We are proud of the diversity within our workforce and the way our employees support and inspire one another every day.

2026 GENDER PAY GAP REPORT

The calculations in this report have been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As such, the figures reflect both our permanent employees and our contingent workforce, including temporary and contract staff working across a wide range of industries and roles. As an employment business, we comply fully with relevant legislation, including the Agency Workers Regulations 2010.



As of 5 April 2025, Pertemps reported a mean gender pay gap of **16.2%** and a median gender pay gap of **11.9%**. The pay quartiles for our contingent workforce show a higher proportion of male employees in each band, reflecting the industries in which we operate. In contrast, our permanent workforce has a higher proportion of female employees across most quartiles, except the upper quartile. These figures are influenced by the combined analysis of both permanent and contingent staff.

In terms of bonuses, **2.4%** of men and **11.3%** of women received a bonus. However, when looking specifically at our permanent workforce, **81.8%** of men and **88%** of women received a bonus, demonstrating minimal difference between genders.



GENDER PAY GAP MONITORING AND REVIEW

Pertemps continues to implement initiatives to support and promote greater gender diversity across all sectors. For example, through Pertemps Driver Training, we actively encourage and support women to enter traditionally underrepresented roles within the haulage industry. We also promote this commitment through our “Girls Can Engineer” initiative, delivered in partnership with schools and clients, to inspire greater participation in engineering and technical careers. In addition, we highlight opportunities in STEM fields, including engineering and other technical disciplines, to further support gender balance across the workforce.

We are committed to promoting career progression and upskilling within our workforce and are proud of our strong record of internal promotions. Through training, mentoring, and development, we aim to support all employees in advancing their career aspirations, regardless of gender.

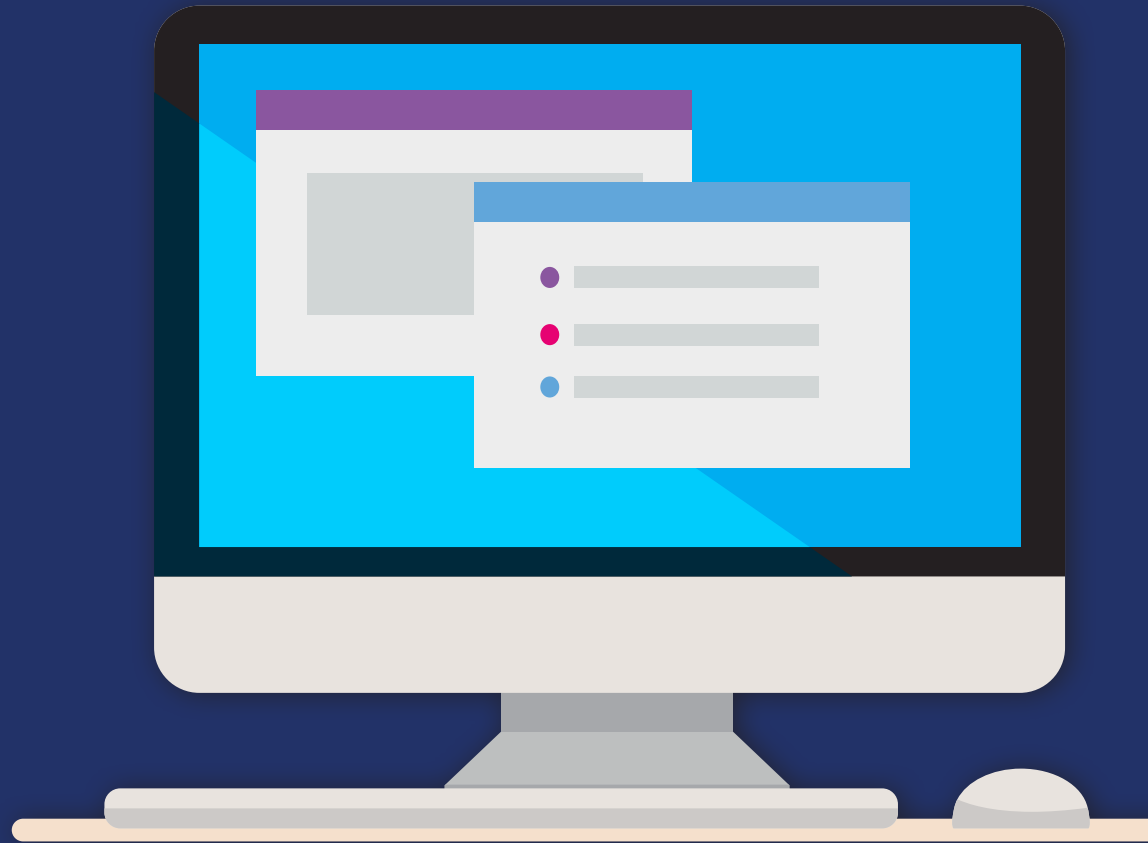
While we will continue to monitor our gender pay gap, Pertemps remains dedicated to building a diverse and inclusive workforce and ensuring equal opportunities for all.

Declaration

As Group HR Director, I confirm that the information contained within this report is accurate.

A handwritten signature in black ink, appearing to be 'M. Green', is written over a horizontal line.

2026



DIFFERENCE IN HOURLY RATE

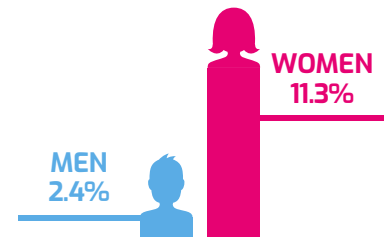


WOMEN'S MEAN HOURLY RATE IS 16.2% LOWER THAN MEN'S



WOMEN'S MEDIAN HOURLY RATE IS 11.9% LOWER THAN MEN'S

WHO RECEIVED BONUS PAY



DIFFERENCE IN BONUS PAY



WOMEN'S MEAN BONUS PAY IS 228.8% HIGHER THAN MEN'S



WOMEN'S MEDIAN BONUS PAY IS 56.1% LOWER THAN MEN'S

PROPORTION OF WOMEN IN EACH PAY QUARTILE

