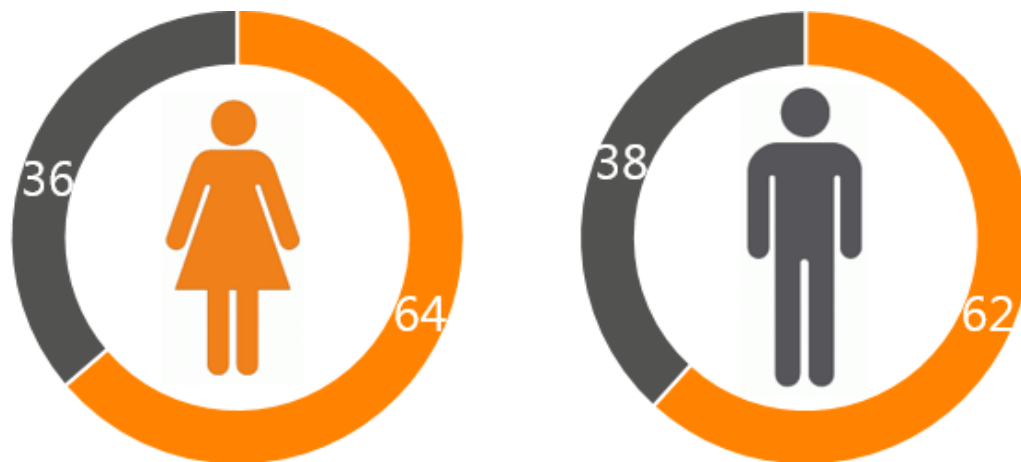


Pay and Bonus Gap

Difference between Men and Women		
	Mean	Median
Hourly Rate	8.5%	16.2%
Bonus Paid	43.7%	22.2%

This table shows the overall mean (average) and median (middle figure) gender pay gap based on hourly rates of pay taken from the period requested by HMRC (5 April 2017). You will also find the mean and median of all bonuses paid to both our male and female employees in the 2016-17 financial year.

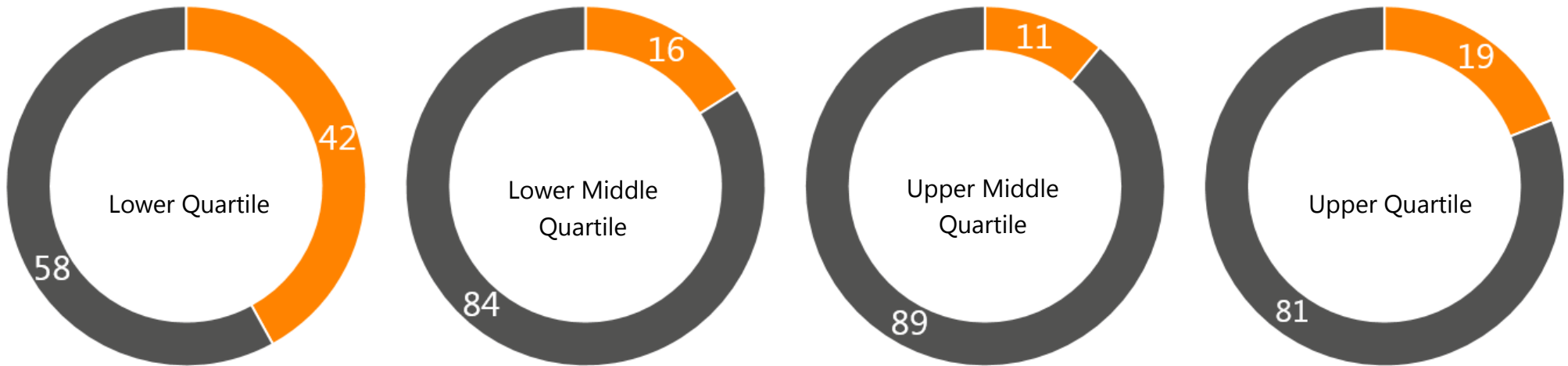
Proportion of staff awarded bonuses in 2016-17



This shows a 2% difference between the number of our male and female employees receiving a bonus for their performance in 2016.

- Received a bonus (%)
- Did not receive a bonus (%)

Pay Quartiles



The above image illustrates the gender distribution at Ardent Hire Solutions across four equal sized quartiles – each containing just over 60 colleagues.



While the gender pay gap recorded is not acceptable, it compares favourably with the Office of National Statistics 2017 figures which report a difference of 17.4% for mean pay and 18.4% for median pay in terms of hourly rates.

We are committed to reducing the gender pay gap. The gap could exist for two reasons: pay is not equal for work of equal value or women are underrepresented at senior levels within the Company. Over the next year we will be introducing a formal job evaluation system to ensure equal pay for work of equal value and we expect this to support our view that our pay gap is due to under representation at senior levels. Longer term therefore, initiatives to increase the number of females in management and senior roles will also be implemented. In a typically male dominated industry, we know this will not be easy but we are committed to moving closer to a 50:50 gender balance at all levels.

I confirm that the data reported is accurate



Jeremy Fish

C.E.O.