

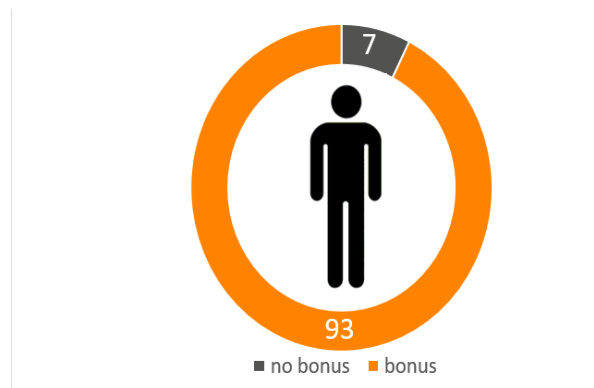
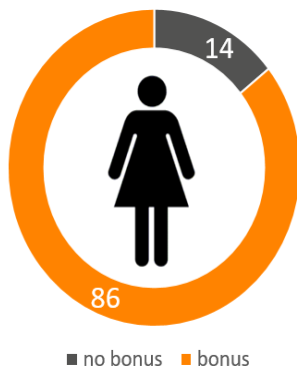
Pay Gap Report 2022/23

Pay and Bonus Gap

Difference between Men and Women		
	Mean	Median
Hourly Rate	16.91%	19.85%
Bonus Paid	60%	29%

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 2023). You will also find the mean and median of all bonuses paid to both our male and female employees in the 2022-23 financial year.

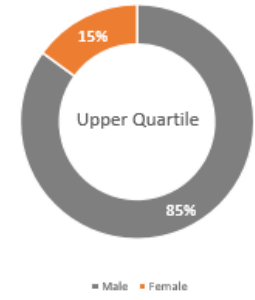
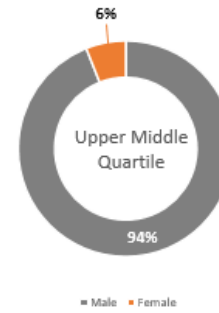
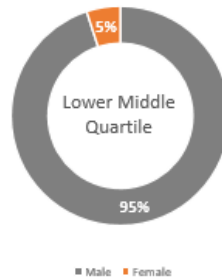
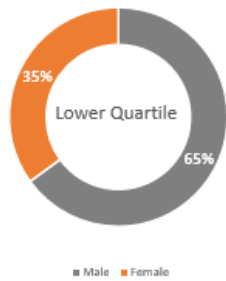
Proportion of staff awarded bonuses in 2022-2023



This shows a 7% difference between the number of our male and female employees receiving a bonus for their performance in 2022-2023.

- 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 around 65 colleagues.

Comparing the data between this year and last year, the Gender Pay Gap for hourly rates has shown a slight increase, and the median gap has also risen. Additionally, the disparity in bonus payments has significantly grown, both in terms of the mean and median Gender Pay Gap. There has been an improvement in achieving a better gender balance in bonus distribution, with the difference in the number of men and women receiving bonuses decreasing from 26% to 7%.

We had previously identified that we pay equally for jobs of equal value through a job evaluation exercise. As part of this year's annual pay review we have analysed the impact of the decisions to ensure it does not adversely affect our progress. We remain committed to increasing the proportion of female colleagues at all levels of the business and so reducing the gender pay gap. 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