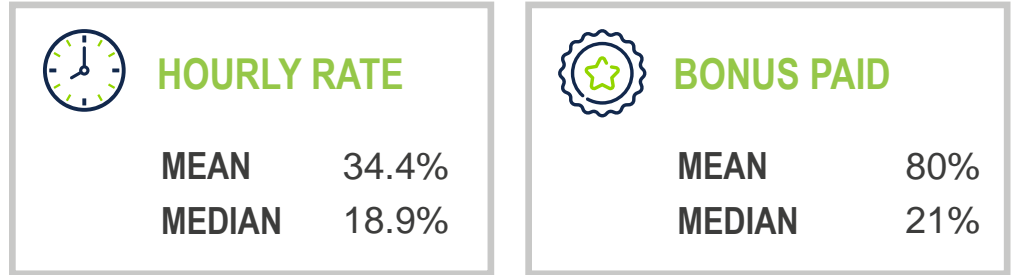


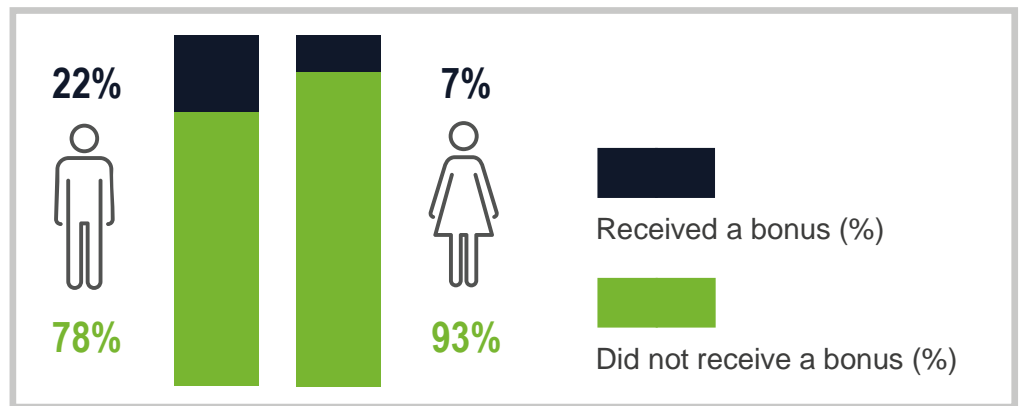
PeopleScout is committed to equality in all aspects of our business, including in the area of gender pay.

GENDER PAY AND BONUS GAP

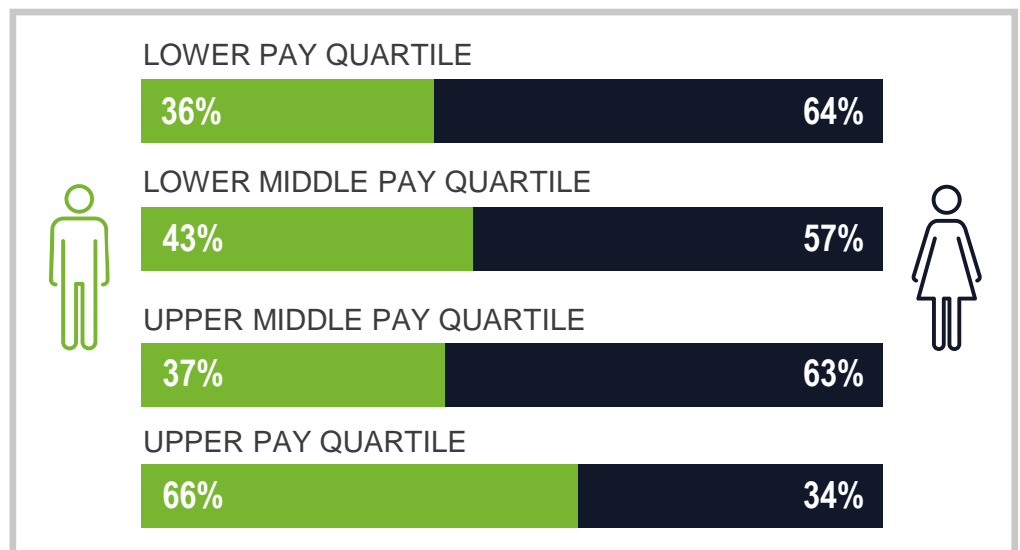


The tables above show PeopleScout’s overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date 5th April 2020. It also illustrates the mean and median difference between bonuses paid to men and women in the year up to 5th April 2020.

PROPORTION OF EMPLOYEES PAID A BONUS



PAY RATE QUARTILES



2020 GENDER PAY GAP

» OVERVIEW

This report sets out the results for the snapshot date of 5th April 2020 and provides additional information regarding our gender pay gap and our commitment to closing the gap.

As a business we are committed to being a diverse and inclusive organisation, where all employees can fulfil their potential. We recognise how important being a diverse and inclusive organisation is and are not complacent in our actions as we know there are always areas in which we can improve.

On an annual basis the Government requires all UK companies with 250 or more employees to analyse its payroll and report on the gender pay gap. Gender pay gap reporting shows the difference between the average employee earnings for men and women in our business. This is different to equal pay and as a business, PeopleScout is committed to ensuring that employees are paid equally for jobs that are the same, similar or of equal value irrespective of gender.

» APRIL 2020

Our 2020 median gender pay gap figure is 18.9% against the ONS median Gender Pay Gap figure of 15.5%. The mean gender pay gap, which is the difference between the average hourly earnings of men and women, is 34.4%

The results are impacted due to a higher number of male employees in senior level roles, and we recognise there is more to be done to improve our gender diversity at these levels. We are pleased to see that identifying and growing future female leaders is presenting positive signs through the increased number of female employees moving upwards in all quartiles except the upper quartile, where leadership is still mostly male. To address these, we will continue to explore initiatives to encourage and improve the development and advancement of future female leaders including:

- Driving the adoption of leadership competencies to ensure greater clarity throughout the organization around the importance of inclusion and the development of a diverse team. We believe this will drive better decision making in hiring, developing, and promoting our people to drive a culture of conscious inclusion.
- Creating clear career path and role expectations, to support leaders in giving business and personal development training aligned to support future growth.
- Driving change through our Developing Female Talent group. This is a steering group of female members from different levels and teams across the business that have access and opportunity to initiate corporate wide programmes to support developing female leaders in preparation for their next leadership role.

- Proactive talent sourcing for diverse slates of candidates is being required for all roles to ensure a strong mix of hiring into leadership roles, both internally and externally.
- Annual cross company calibration reviews to ensure the consistency of approach and the identification of next level talent.
- Expanding our bonus programme to cover all people management roles.
- Improving our Maternity leave benefits and the support offered to help with those returning to work.

In a highly competitive market, we believe diversity is a key differentiator to securing the best and brightest talent. Organisations that enable individuals of different gender, ethnicity, or other identities to bring their diverse perspectives will enhance creativity and lead to better decisions and stronger business performance. At PeopleScout, we are committed to closing the gender gap and creating a culture of conscious inclusion where everyone is included, and all opinions are valued.

Our work doesn't stop here, and we are continuing to pursue our goal of gender parity in 2020 and onward.

I can confirm that the Information in this report is accurate.

Andrew Wilkinson

Executive Leader, Group Managing Director of EMEA & APAC