

Gender Pay Gap

April 2022

The logo for Indeed Flex, featuring the word "indeed" in a lowercase sans-serif font with a small circular icon above the "i", followed by the word "flex" in a lowercase, italicized sans-serif font.



About Indeed Flex

We're Indeed Flex, your app for temporary work. We enable jobseekers to quickly find temporary work that fits their lifestyles. We're committed to empowering jobseekers with choice over where, when and how they work, joining our fast-growing community of high-quality Flexers realising a genuine work/life balance that meets their needs.

Through the convenience of our easy-to-use mobile app, we connect jobseekers with some of the brightest, market-leading brands in the UK and US, offering a broad choice of immediately available temporary jobs across multiple sectors in locations spanning both countries.

We are committed to building and maintaining a workforce whose diversity is representative of our communities, and to support our employees by building culture of fairness and transparency.

We believe in the importance of being open on the topic of gender pay. In this report, we outline our gender pay gap and bonus pay gap. We have also taken the opportunity to highlight the commitments and initiatives underway to help us tackle the gap moving forward.

I can confirm that the results declared in this report are accurate as of 5th April 2022. They have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Sarah Peck, UK Country Manager

Gender Pay Gap & Definitions

In 2017, the government introduced regulations that require all UK companies with more than 250 employees to report on their gender pay gap.

The report, using a snapshot date of 5th April, illustrates the percentage differences between the average hourly earnings of male and female workers at a specific company.

This is the first Gender Pay Gap report Indeed Flex have produced and is accessible on our company website and via the central government portal.

This report contains six different measures bonus median, bonus, bonus proportions, as defined in the table.

Mean Pay Gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Median Pay Gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.
Mean Bonus Gap	The difference between the annual bonus of male full-pay relevant employees and that of female full-pay relevant employees.
Median Bonus Gap	The difference between the median annual bonus of male full-pay relevant employees and that of female full-pay relevant employees.
Bonus proportions	The proportions of male and female full-pay relevant employees receiving a bonus.

Mean Calculation explained

All Companies are required to follow the calculation methodology set out by the Government of Equalities Office to report the mean and median gender pay gap, bonus gap, and distribution across pay quartiles.

It is important to note that gender pay gap is different to a job to job comparison and equal pay which is a legal requirement to pay men and women the same for equal work and which is governed by the Equality Act 2010.

It measures hourly rates and bonus among all male and female employees at all levels across the organisation. This means that even though we have salary ranges for all roles which are published and accessible to all employees for transparency to ensure that everyone is paid fairly for undertaking the same or a similar role, it's still possible to have a gender pay gap which can be influenced by a number of factors, including a disproportion of male to female ratio at senior levels and in product and technology roles.

Mean Calculation

The **Mean** is calculated by adding up the earnings of all relevant employees and dividing the amount by the number of employees. Therefore calculated on the difference between mean male pay and mean female pay.



Total sum of women's
hourly rate of earnings

————— DIVIDED BY —————

Total number of women



Total sum of men's hourly
rate of earnings

————— DIVIDED BY —————

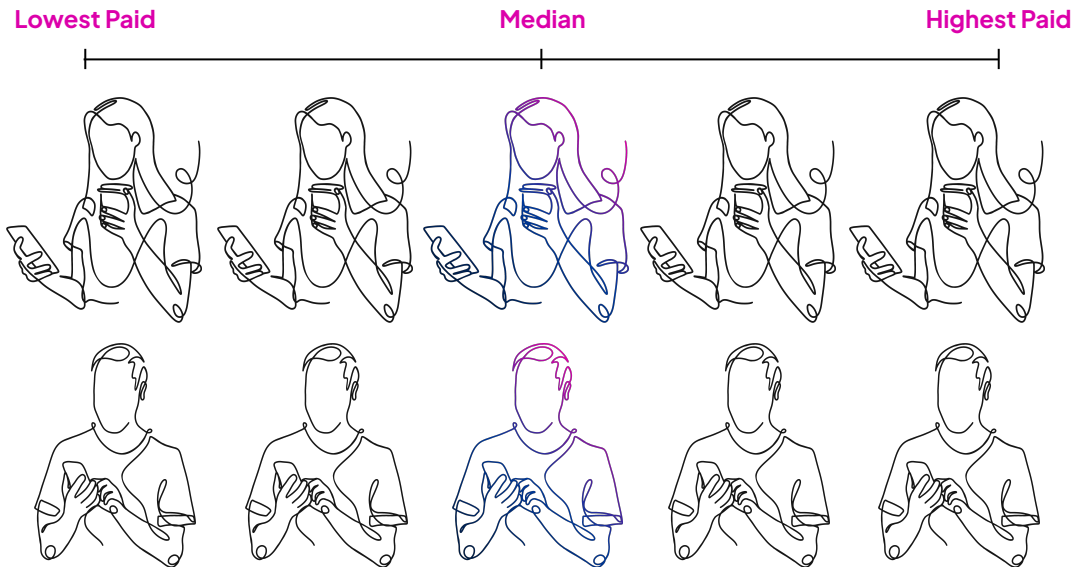
Total number of men

VS

Median Calculation explained

Median Calculation

The **Median** is the figure that is in the middle of a range when the earnings of all relevant employees are positioned from the smallest to largest. The median gap is the calculation of difference between the employee and middle of the range of male earnings and the middle employee in the range of female earnings.



2022 Results



2022 Results

13.08%

Mean Pay Gap

The mean pay of men is 13.08% higher than that of women

38.38%

Median Pay Gap

The median pay of men is 38.38% higher than that of women

Bonus Pay Gap

36.73%

Mean Bonus Pay Gap

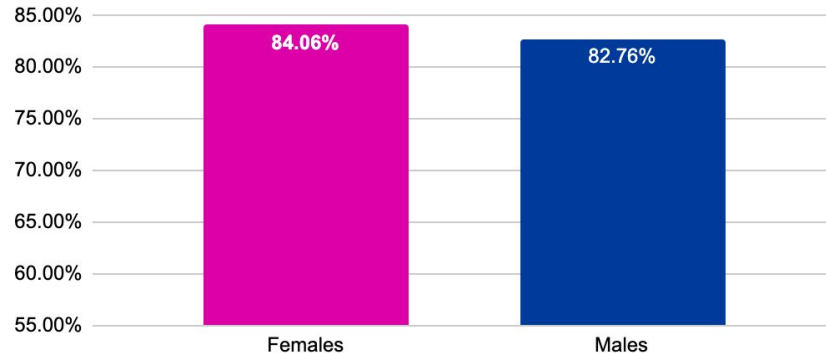
The mean (average) bonus pay of men is 36.73% higher than that of women

47.03%

Median Bonus Pay Gap

The median bonus pay of men is 47.03% higher than that of women

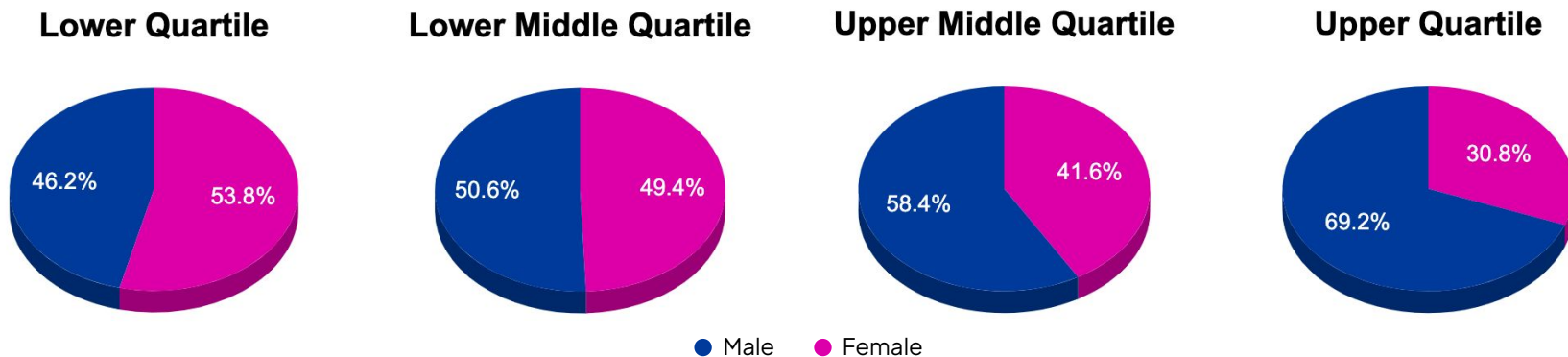
Proportion of employees receiving a bonus



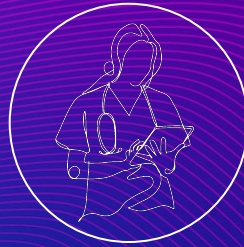
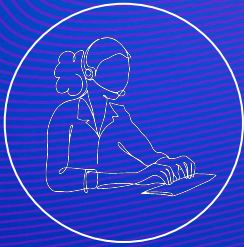
2022 Results

Proportion across pay quartiles

Employees are split into four even quartiles according to their pay to highlight female representation at different levels of an organisation.



Understanding the gap



Understanding the gap

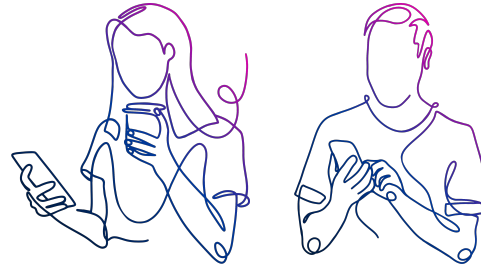
2022 Demographic



138 Females

174 Males

2022 Global Senior Leadership Team



4 Females

6 Males

Understanding the gap

We are proud that we have internally published salary ranges for all job roles. This ensures that everyone is paid fairly for undertaking the same role or a similar role. The gender pay gap looks at the distribution of men and women across all job levels of the organisation and identifies how this translates into the average salary and bonus payments made as a result.

We are confident that our compensation and bonus schemes incentivise and reward all employees equally, regardless of gender on a job-to-job basis. However, we recognise that we have a higher number of female employees in entry level roles who are often employed on a fixed-term contract basis to support Indeed Flex through the busiest times of the year, affecting our data. In addition, the majority of our highly skilled product and technology engineers are male, influencing the pay and bonus gaps.

It is not uncommon for specialist skills sets to command very different salaries, which means that there is the potential for differences across salaries in our organisation and these may have an impact on our gender pay gap.

We recognize that there are challenges with female representation in product, technology and engineering roles and we pride ourselves on recruitment campaigns to attract more females into these positions. We remain focused on our long-term diversity and inclusion strategy. We are confident that these actions will help us achieve the balanced organisation we need to be able to continue to close the gender pay gap in the long term.

Our bonus gap continues to exist because the bonus scheme operates as a percentage of base salary and is a direct result of our pay gap; we have a higher men-to-female ratio in the Upper Middle and Upper Quartile who receive comparatively large bonuses based on their basic pay.

Closing the gap



How we are closing the gap

Having published our gender pay gap for the first time, we fully recognise there remains work to do to close the gender pay gap. However, as a young organisation which has experienced rapid growth since 2019 and throughout the pandemic, we have always been committed to equal pay and equal opportunities. As a business, we are proud of Indeed Flex's accomplishments so far and continue to strive to do better. With that in mind, we acknowledge that significant change takes time.

Over the last year, we have taken steps aimed to help us to close the gender pay gap. Here are our current and future initiatives:

- Introduction of compensation guidelines for salary increases, promotions and performance management as well as a new bonus scheme
- Introduction of career levelling and departmental rubrics outlining expectations for each role to support career progression (March 2022)
- Inclusive recruitment & selection process with equal opportunities available for all candidates through reducing bias at all stages and leveraging technology / AI to remove bias from the interview process
- Outreach for women in product and technology industries as part of our recruitment strategy throughout 2022
- Established and published salary bands for each role
- Started a Business Resource Group for Women of Indeed Flex focused on empowerment, development and knowledge sharing among our female colleagues which we believe will enable them to progress their careers within the business
- In 2022, we promoted 63 females (55% of all promotions) across the whole company and we are proud to see outstanding female professionals now progressing through the organisation
- Maximised the benefits of hybrid working and developed family-friendly policies offering enhanced maternity pay from Day 1 of their employment
- Via internal promotions and partnership with our parent/sister companies, we have increased a number of our global female Senior Leaders to nine (and now have more senior female than men leaders)
- Introduced a menopause policy and are currently developing a network of our menopause champions. We also partnered with an external company to further enhance the experience of females and mothers in the business
- Delivered an in-depth diversity and inclusion training programme for all employees
- Built and launched a leadership development programme for our line managers

Continued aims and actions

- Continue to use data analytics to monitor and support progression of females within the organization, ensuring we conduct regular equal pay audits, calibrate performance and promotions as well as monitor male to female ratio at all levels.
- Continue to further embed the 'Women of Flex' Business Resource Group to further inspire and empower women.
- Leadership and management programmes to enable female leaders and aspiring female leaders
- Continue to celebrate International Women's Day and invite inspiring Women speakers
- Continue to keep equality, diversity and inclusion in all our hiring
- Continue to develop the network of our menopause champions and partnership with third parties to further enhance the experience of females and mothers in the business at any stage of their career.

For further information on the Gender Pay Gap at Indeed Flex,
please feel free to contact the team via xxx@indeedflex.com