

# Gender Pay Gap

April 2023

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



# About Indeed Flex

Welcome to Indeed Flex's Gender Pay Report for 2023. As your trusted platform for temporary work, we are dedicated to providing jobseekers with the flexibility and autonomy they need to thrive in their professional lives. Through our innovative mobile app, we connect individuals with rewarding temporary job opportunities across various sectors in the UK and US, empowering them to achieve a work-life balance that suits their unique needs.

In this report, we present our gender pay gap and bonus pay gap for the year 2023. It's noteworthy that our median pay gap has impressively decreased by 22.9%. Similarly, we have made significant strides in reducing our bonus pay gap, with the mean gap shrinking by 19.29% and the median gap by 15.78%. These achievements are a testament to our ongoing efforts to address gender disparities within our organization.

A key focus for us in 2022/2023 was to enhance the representation of women in senior and leadership roles. We're pleased to report that we've made considerable progress in this area, with a notable increase in the number of females in both the Upper middle quartile and Upper quartile. Furthermore, women accounted for 54% of all internal promotions, underscoring our belief that greater gender diversity in leadership positions is essential for narrowing the gender pay gap.

The results presented in this report have been calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and I confirm their accuracy as of 5th April 2023.



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 2023, illustrates the percentage differences between the average hourly earnings of male and female workers at Indeed Flex.

We are proud to present our second Gender Pay Gap report, marking our continued commitment to transparency and our dedication to promoting gender equality in the workplace. This report is readily available on our company website and accessible through 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 —————

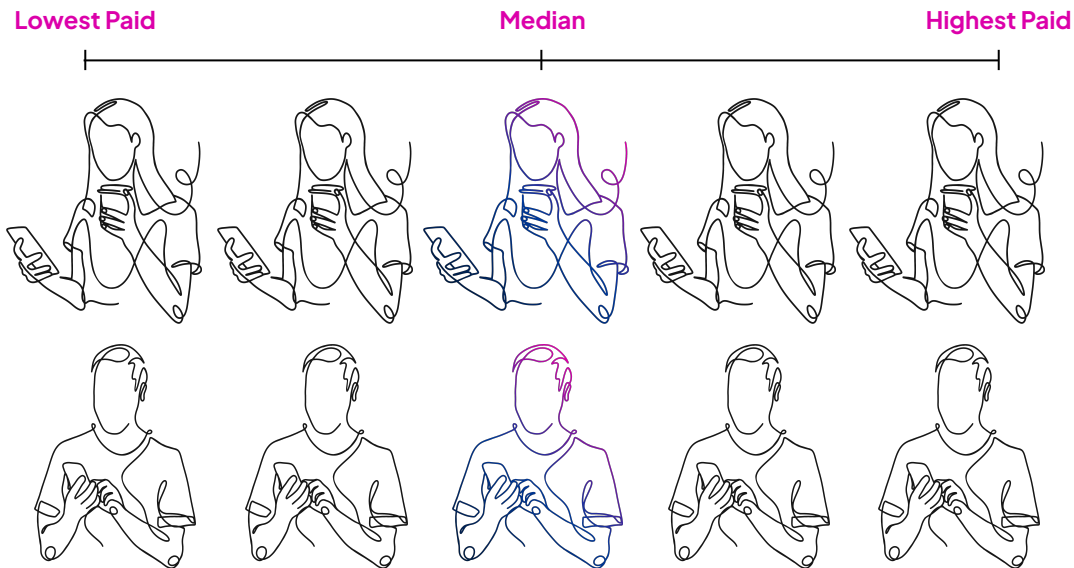
Total number of men

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.



# 2023 Results



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19.38%

## Mean Pay Gap

Our mean pay gap **increased** by 6.3% compared to April 2022

15.48%

## Median Pay Gap

Our median pay gap **reduced** by 22.9% compared to April 2022

## Bonus Pay Gap

17.40%

### Mean Bonus Pay Gap

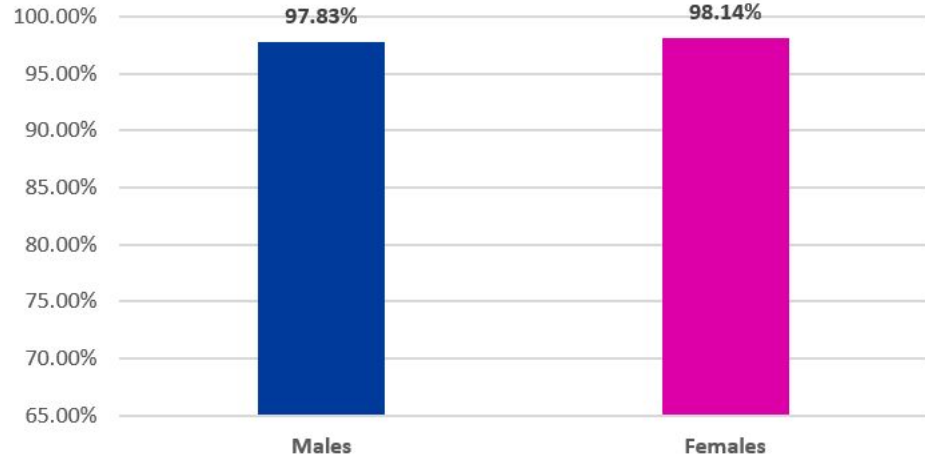
Our mean bonus gap **reduced** by 19.29% compared to April 2022

31.30%

### Median Bonus Pay Gap

Our median bonus gap **reduced** by 15.78% compared to April 2022

## Proportion of employees receiving a bonus

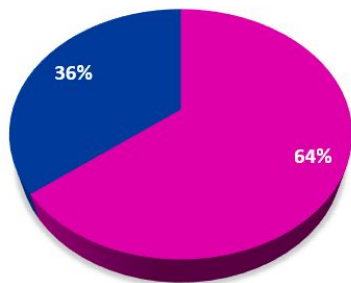


# 2023 Results

## Proportion across pay quartiles

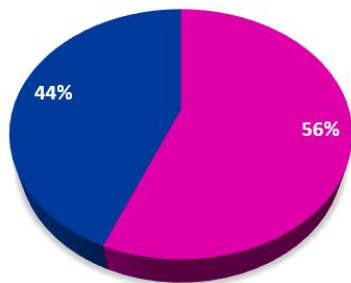
Employees are split into four even quartiles according to their pay to highlight female representation at different levels of an organisation.

### Lower Quartile



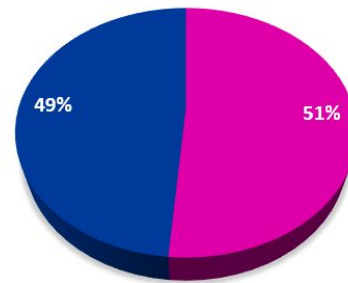
↑ **11%** increase of females compared to April 2022

### Lower Middle Quartile



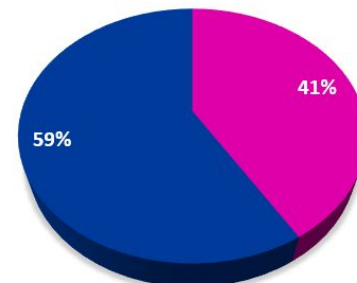
↑ **7%** increase of females compared to April 2022

### Upper Middle Quartile



↑ **10%** increase of females compared to April 2022

### Upper Quartile

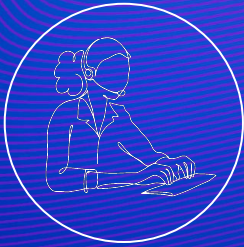


↑ **11%** increase of females compared to April 2022

● Male ● Female



# Understanding the gap



# Understanding the gap

## 2023 Demographic



157 Females



138 Males

## 2023 UK Senior Leadership Team



3 Females



1 Male

# Understanding the gap

We take pride in our commitment to transparency and fairness, evident in our practice of internally publishing salary ranges for all job roles. This ensures that every individual receives equitable compensation for their contributions, regardless of gender or role.

Our gender pay gap analysis examines the distribution of men and women across all job levels within the organization, shedding light on how this distribution impacts average salaries and bonus payments. While we are confident that our compensation and bonus schemes reward employees equally on a job-to-job basis, we acknowledge the influence of certain factors on our gender pay gap.

It's notable that a higher proportion of female employees occupy entry-level roles, often on fixed-term contracts, to support Indeed Flex during peak operational periods. This dynamic contributes to disparities in pay and bonuses. We understand that specialized skill sets may command different salary levels, potentially affecting our gender pay gap.

Addressing the underrepresentation of women in management and senior management roles has been a priority for us. We're proud to report that three out of four members of our UK Senior Leadership Team are females, reflecting our commitment to fostering gender diversity and inclusion throughout our organization.

While we continue to make progress, challenges persist, particularly in bridging the bonus gap. This gap is partly attributed to the bonus scheme operation as a percentage of base salary, resulting in larger bonuses for employees in certain tiers.

Despite these challenges, we remain steadfast in our commitment to achieving a balanced and inclusive organization. By prioritizing diversity and inclusion initiatives and addressing structural imbalances, we are confident that we will continue to make strides in closing the gender pay gap over the long term.

# Closing the gap



# How we are closing the gap

As we reflect on our journey since publishing our inaugural gender pay gap report, it's evident that there's still work to be done to close the gap. However, as an organization that has experienced significant growth since 2019, including navigating through the challenges posed by the fallout of the coronavirus pandemic, we've remained steadfast in our commitment to equality and fairness in pay and opportunities. While we celebrate Indeed Flex's achievements thus far, we are continually striving to improve, recognizing that meaningful change requires time and dedication.

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 and salary bands. These guidelines are based on specific performance descriptors meticulously designed to support managers in fair performance assessments and remove bias from compensation decisions.
- Introduction of career leveling and departmental rubrics outlining expectations for each role to support career progression, alongside the launch of a comprehensive Competency Matrix and Individual Development Plans for our employees. Additionally, we initiated a mentorship program to provide guidance and support in navigating career paths within Indeed Flex.
- 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
- Our Women of Indeed Flex Business Resource Group organized a series of motivational meetings featuring internal and external speakers. These sessions were designed to equip our female employees with the tools and knowledge necessary to thrive in the workplace, fostering empowerment, development, and partnership among our team members.
- In 2022/2023, women accounted for 54% of all our internal promotions and we are proud to see outstanding female professionals now progressing through the organisation
- Increased representation of female leaders, with three out of four members of our UK Senior Leadership Team being female and seven out of eleven globally, including our US leadership team.
- Delivery of comprehensive diversity and inclusion training for all employees and the launch of a leadership development program tailored for line managers.

# Continued aims and actions

Moving forward, we are steadfast in our commitment to increasing the representation of females in leadership positions within our organization. We will continue to utilise data analytics to monitor and support the progression of women, ensuring fair calibration of performance and promotions across all levels. Additionally, we will continue our efforts to achieve gender balance at every organizational tier.

We are dedicated to empowering women through the continued development and expansion of our *Women of Flex* Business Resource Group. This initiative will serve as a platform to inspire and empower women, fostering a supportive community within our organization.

Furthermore, we will prioritise leadership and management programs tailored to enable female leaders and aspiring female leaders, providing them with the tools and support necessary for success. We remain committed to celebrating International Women's Day and inviting inspiring women speakers to share their experiences and insights.

Our commitment to equality, diversity, and inclusion will continue to be reflected in all aspects of our hiring processes, ensuring that opportunities are accessible to all qualified candidates, regardless of gender.

Through these ongoing initiatives and commitments, we will continue to cultivate an environment where every individual has the opportunity to thrive, and where diversity and inclusion are celebrated and embraced.

End of Report