

Gender Pay Gap report

ResQ is committed to being an employer of choice and promotes equality and diversity throughout the business. We strive to eliminate any gender bias in our reward structures and believe that equal pay is morally the right thing to do. We conduct regular pay reviews and take specific action to address any inequality.

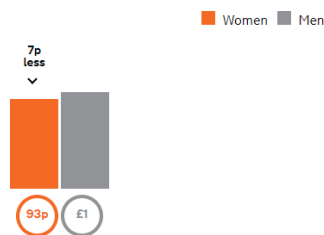
ResQ is delighted to report on the gender pay gap and legislation, which requires us to report annually in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report covers both of our Legal entities across our two sites, Hull and Seaham.

Below is the data for the snapshot date of 5th April 2022:

Mean and Median Pay Gap

Hourly pay gap

In this organisation, women earn 93p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7.2% lower than men's.

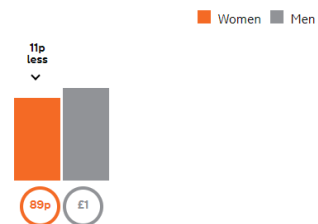


When comparing mean (average) hourly pay, women's mean hourly pay is 9.7% lower than men's.

2022

Hourly pay gap

In this organisation, women earn 89p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 10.6% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 9.1% lower than men's.

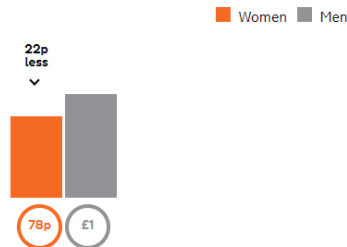
2021

Both sites have a mean gender pay gap below the national average. The above graphs also shows that there has been significant improvements on the last report. This is a result of having more females in management roles than the prior reporting period. More male employees holding managerial roles explains the gap, however the vast majority of employees work in the same type of role as call centre agents and receive equal pay.

Mean and Median Bonus Pay Gap

Bonus pay gap

In this organisation, women earn 78p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 22% lower than men's.

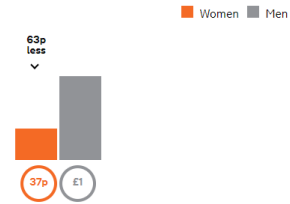


2022

There still exists a bonus pay gap (although this has improved significantly across the board), a higher proportion of male employees being individually more successful on specific, lucrative, business sales campaigns helps to explain the gap although we can see significantly more parity between the last two reporting periods.

Bonus pay gap

In this organisation, women earn 37p for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 62.7% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 42.3% lower than men's.

2021

Proportion of Employees receiving bonus

We have seen a significant increase in bonus payments based on new remuneration for all employees. With little difference between male and female.

Who received bonus pay

87% of women

92% of men

2022

Who received bonus pay

82% of women

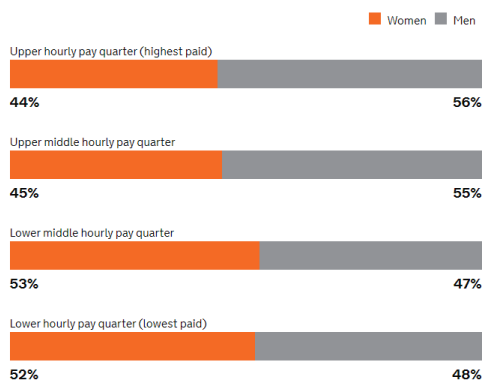
86% of men

2021

Quartiles

The percentage of women in each pay quarter

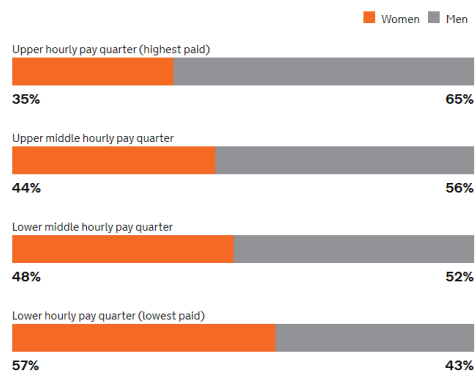
In this organisation, women occupy 44% of the highest paid jobs and 52% of the lowest paid jobs.



2022

The percentage of women in each pay quarter

In this organisation, women occupy 35% of the highest paid jobs and 57% of the lowest paid jobs.



2021

The difference in quartiles follows a similar pattern as described before with male employees generally holding a higher number of senior roles as well as receiving higher bonus sums. There has been an improvement in Quartiles 1, 3 and 4 with more females entering management roles.

Summary

ResQ is satisfied that its gender pay gap does not stem from paying men and women differently for the same work, we have seen a significant improvement from the last submission. Employees working on our campaigns have the same basic rate of pay and bonus earning opportunities (95% of overall employee numbers).

ResQ's gender pay gap compares favorably across the UK economy. However, we continue to take steps to review our recruitment policies, equal opportunities policies and succession planning / career development processes as we endeavor to close the gap further over time.

ResQ is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress thereof.

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

Gill Marchbank

CEO