

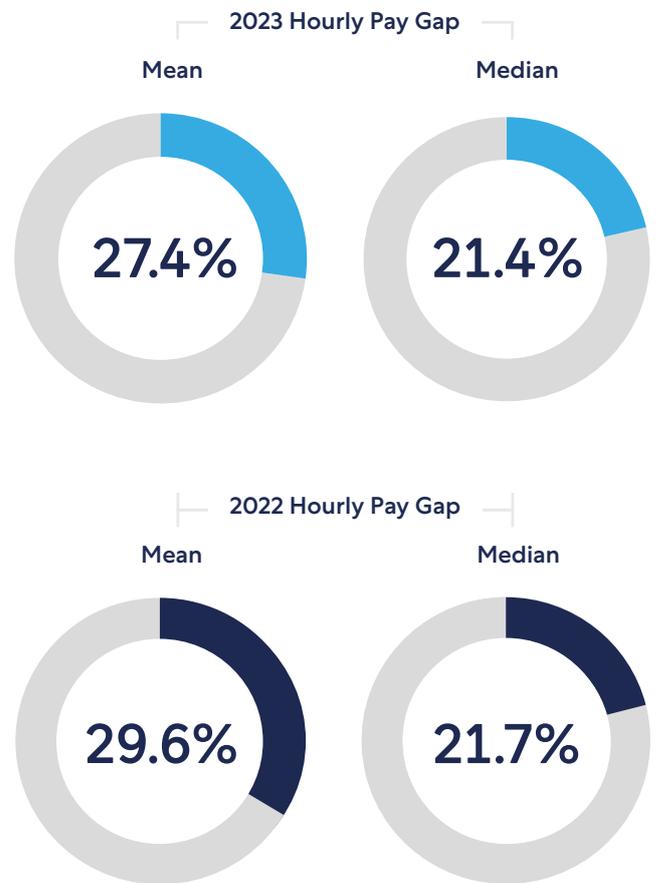
Gender Pay Gap Report 2023



Peninsula Business Services is the largest company in the Peninsula Group of companies and is the leading provider of HR, employment law and health & safety services in the UK. With over 35,000 clients and 900 staff, Peninsula has a pre-eminent position in the market and takes pride in being an exciting and equitable place to work.

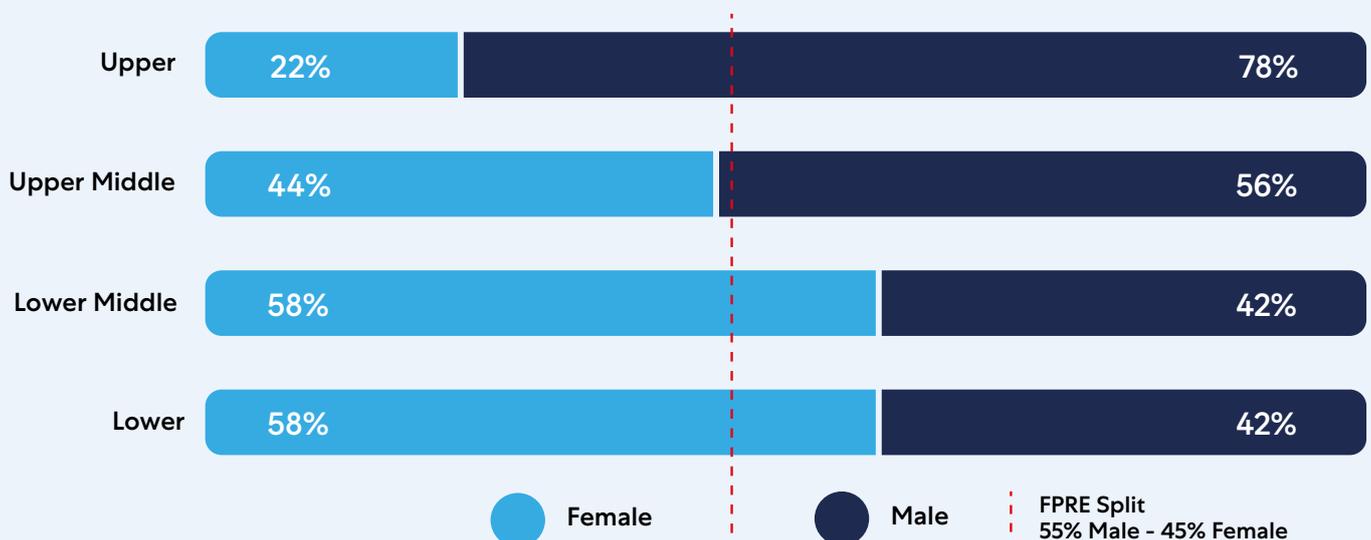
At Peninsula, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. Peninsula is an Equal Pay employer – men and women performing equal work receive equal pay. Peninsula does have a Gender Pay Gap – reflecting the higher salaries earned by the members of the male dominated IT and health & safety teams, as well as the significant levels of commission and bonuses earned by the field sales team, where women also make up a minority of the workforce. Over the past year the mean gender pay gap has reduced by 7% (median 1% reduction).

All these elements of salary, commission and bonuses are included in the calculation of the Hourly Pay Gap shown here. The figures in this report are based on the snapshot date 5th April 2023.



Hourly Pay Quartiles

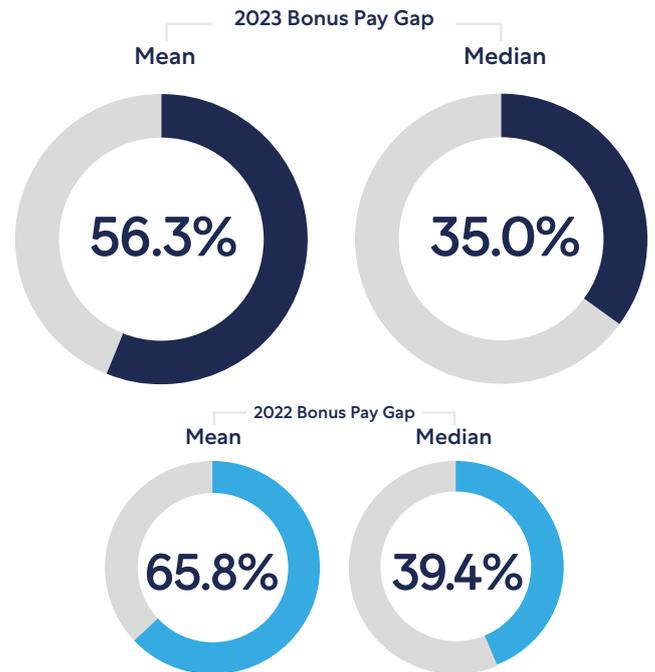
The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is a significant gender pay gap in the upper pay quartile, a result of the large number of field sales employees, IT developers and health & safety consultants employed by Peninsula - all male dominated professions.



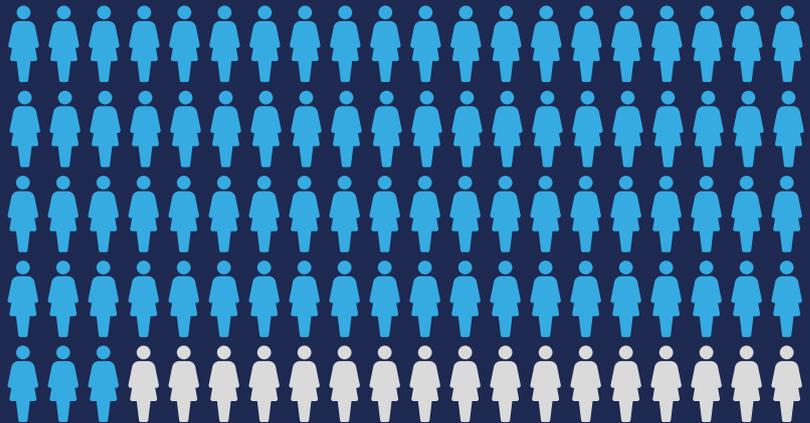
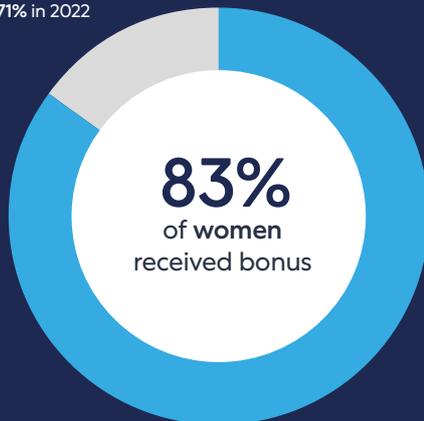
Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving bonus payments are similar with 83% of women and 85% of men receiving bonuses in the year.

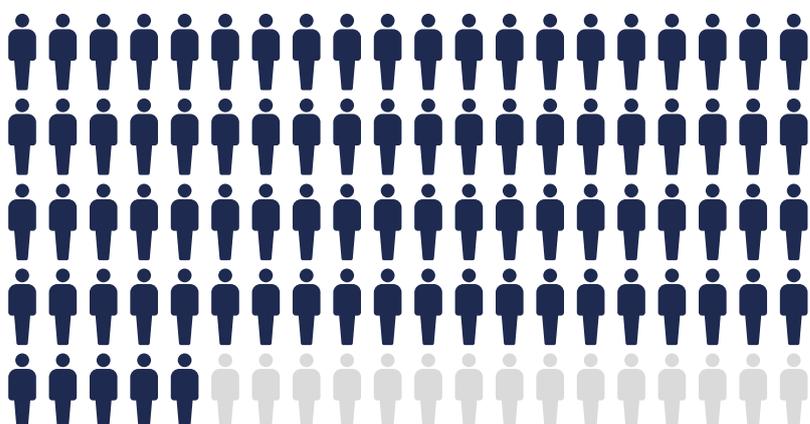
However, the quantum of the bonuses does vary significantly because the figures are heavily influenced by the inclusion of sales commissions paid to the male dominated field sales team. There is Equal Pay amongst the sales team (and across all the company) with all members paid in accordance with the same commission structure. Some of the most successful performances within the sales team are achieved by women; however, they are a small proportion of the team.



71% in 2022



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I confirm that the data published in this report is accurate.
Jordan Foster, Group Chief Financial Officer.