

Gender Pay Gap Report 2023

The gender pay gap is the relative difference in the average pay of men and women across the labour market. It is not the same as equal pay. Equal pay is the right of men and women to be paid the same pay rate for work that is of equivalent value.

At Pure, men and women are paid equally for the same or similar job.

For the purposes of gender pay reporting we are required to include agency workers* under the extended definition of an employee and therefore, we are unable to control the pay for over 50% of those included within this report as this is stipulated by our clients.

Gender Pay Gap (as at 5 April 2023)

The mean pay gap is the difference between the average hourly pay of women compared to men.

The median pay gap is the difference between the midpoints in the ranges of hourly pay of women compared to men.



Bonus Pay Gap (for the year to 5 April 2023)

The mean bonus gap is the difference between the average bonus paid to women compared to men. The median bonus gap is the difference between the midpoints in the ranges of bonuses paid to women compared to men.



Why does Pure have a Gender Pay Gap?

The gender pay gaps are based on averages across our organisation and agency workers. It does not take into account the type of job or level of seniority.

We believe that the pay gaps exist for the following reasons:

- The distribution of men and women in different roles across our organisation and the temporary employment market
- The regulations do not allow for making full-time or full-year equivalent comparisons for employees whose bonuses are pro-rated
- 28% of our staff (mainly women) work part-time and 4% of women were on maternity leave during the relevant bonus period which impacts these results

Pure are committed to ensuring agency workers receive fair pay and rights and are well supported in the workplace. However, Pure do not control the level of pay or bonuses that our agency workers receive.

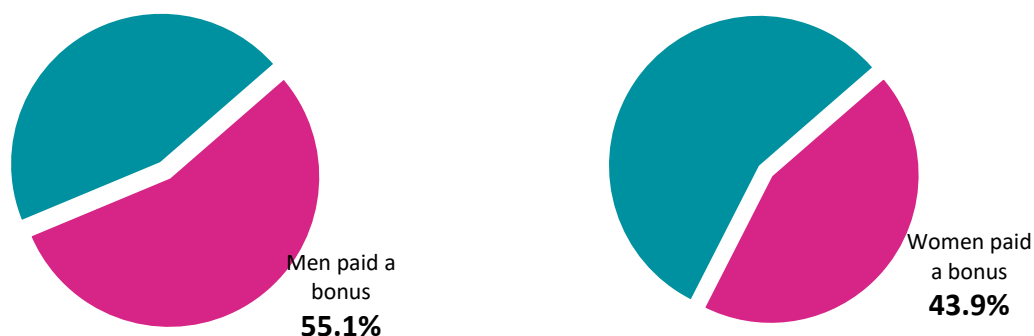
**An agency worker is someone who is engaged by an agency and supplied to work under the supervision and direction of another business.*



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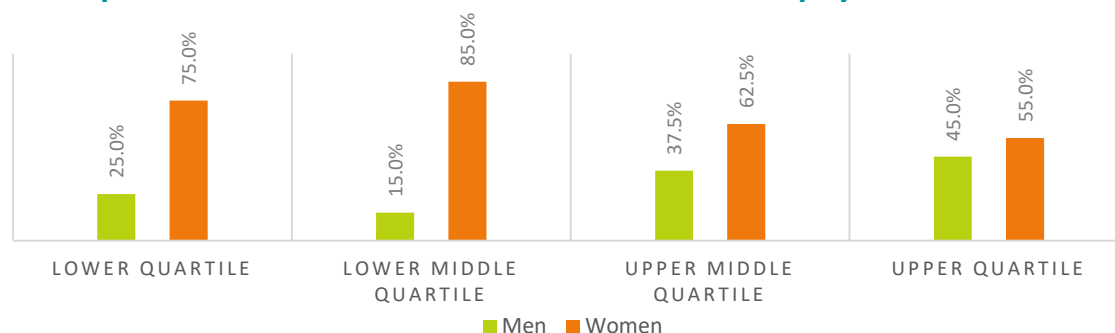
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Proportion of Men and Women paid a Bonus



These results show the proportion of men and women who received a bonus during the year to 5 April 2023 and includes agency workers.

The Proportion of Men and Women in each Quartile pay Band



These results show how the distribution of men and women (agency workers and staff combined) varies according to four equally sized quartiles.

At Pure we are committed to creating an inclusive environment and are passionate about fairness and equality. As a result of our gender pay gap reporting, we are continuing the following steps to reduce the gap:

- review our recruitment adverts to ensure these are equally attractive to men and women
- embed diversity and inclusion throughout, including flexible roles and working to improve inclusion, growth and trust
- explain the results of our gender pay gap report to our team
- continue our mentoring programme, unconscious bias and leadership development training

Declaration

The information and data reported are accurate and in line with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ian Walters
Chief Executive Officer



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