

# Report Gender Pay Gap 2025



# Executive Summary

As a Board of Directors, ALS People are committed to promoting equity and inclusion, ensuring we represent the diverse communities in which we live and work.

This gender pay analysis is required as part of our statutory reporting. As a recruitment business a significant proportion of this population relates to agency workers who are engaged at our client sites. We do not have complete control over these rates of pay as these are determined by our clients. We do however endeavour to put forward a fair representation of male and female workers for each role. This is something we continually strive to improve across all sectors and all levels of role.

For our own employees the Board of Directors at ALS People take the gender pay gap seriously and continuously look to align rates of pay throughout the business. This begins at the recruitment stage, throughout promotions and up to company Board level. We ensure to look at all causes of the gender pay gap and attempt to mitigate these wherever possible through open and transparent salary reviews.

ALS People is an employment business and therefore along with our own employees we also have agency workers on our payroll. As part of our commitment to responsible recruitment, our entire temporary workforce is payrolled directly, through PAYE, and as such they are included within our statutory reporting requirement.



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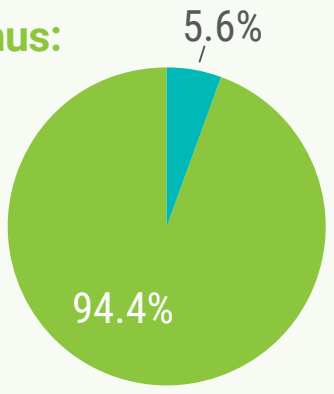


## Pay difference between men and women:

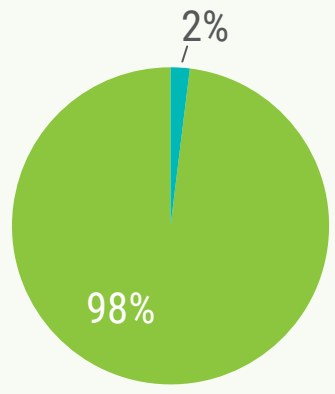
	Mean	Median
Pay gap	1.76%	2.43%
Bonus gap	-66.59%	20.00%



### Bonus:

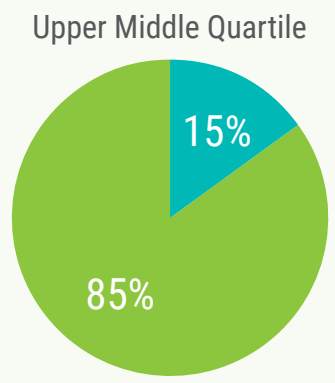
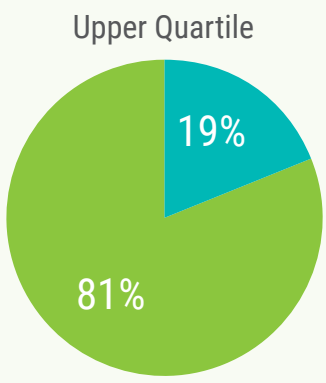


% of women receiving bonuses in the last 12 months

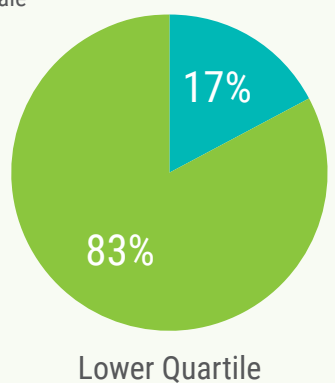
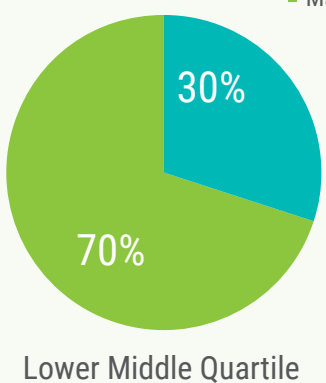


% of men receiving bonuses in the last 12 months

### Proportion of men and women in each quartile:



■ Male ■ Female



### Declaration

For and on behalf of the Board of Directors of ALS People we confirm that this Gender Pay Gap Report is accurate.

**David Botterill - Finance Director - March 2025**

