



pibgroup.co.uk



Our journey at PIB Group (“PIB”)

PIB’s sixth annual Gender Pay Gap Report

Reported for April 2022 (released in April 2023)

pib Group

Welcome

PIB Group ('PIB') is now in our eighth year of trading, described as Chapter Three in our evolution and international expansion. It has been another year of celebrating more milestones, though our acquisitive model means that we continue to face recurring challenges in closing the gender pay gap.

PIB has a unique and exciting story especially when it comes to growth, in particular our growth in Europe over the last twelve months. The Gender Pay Gap is always a timely opportunity to reflect on what has been achieved, and as always, look for ways to constantly strive to improve.

Same drivers behind our pay gap

As in previous years, PIB's acquisitive 'buy and build' model impacts our gender pay gap reporting as every new business changes the shape of our Group. When the 2022 snapshot date was taken, a further twenty one companies had been acquired of which five are based in the UK and incorporated into this year's report. The key drivers behind our gap prevail:

- > inherited gender pay issues from new businesses ahead of integrating PIB's Diversity & Inclusion strategy, practices and procedures
- > fewer females found in middle managerial roles, though significant progress has been made

People are at the heart of everything we do at PIB and they play a huge part in the success of the business not only with their contributions but also in giving our customers top notch service. We make every effort to make substantial investment into our people so that they want to be part of PIB

and stay here but also as a way of attracting new talent too. Our recruitment and development programmes are continually being enhanced to achieve this. These two measures of attracting and retaining talent are the key areas we focus on to help close the gender pay gap.

We are proud of the progress we have made since our last report. In particular we have moved the dial so that our talented women are tipping the scales with a higher percentage in the Upper Quartile and a higher percentage of woman receiving bonuses.

This report provides our most recent reporting results together with progress against a number of initiatives which we believe add the most value to all our people and to PIB.

We confirm that the data contained in this report is accurate.



Brendan McManus
PIB Group CEO



Joanne Payne,
Chief People Officer

What is the difference?

Gender Pay Gap

The Gender Pay Gap report measures the difference in average (mean or median) earnings between men and women across an organisation in the UK. The measure is shown as a percentage of men's pay.

Calculations are based on employer payroll data drawn from a specific date each year, called the 'snapshot date'. The gender pay gap is different from equal pay and Gender Pay Gap reporting is part of the UK Government's strategy* to reduce the pay gap. It is a requirement for all businesses with a headcount of over 250 people.

Mean v Median



Mean gender pay gap is the difference between the average hourly earnings of men and women.



Median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries (from lowest to highest) and highlights the middle salary.

Equal Pay

Equal pay is a legal requirement in the UK and which PIB Group is absolutely committed to.

We regularly review our data to ensure men and women are rewarded fairly within their roles. We are confident that we do not discriminate between males and females who carry out the same roles with the equivalent knowledge, skills and experience.

What is the gender pay?

A reporting requirement

Considers all employees, regardless of role

Reflects relative seniority within the organisation

What is equal pay?

Legal requirement

Employee with jobs of 'like work, work rated as equivalent value or equal value'

Pay difference between male and female employees



**More information is available on the government website*

Our gender pay gap in figures for 2022



Hourly pay figures

38.49%

Mean

31.00%

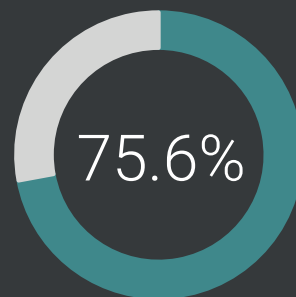
Median



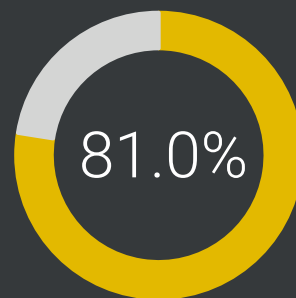
Employees who received a bonus



Men



Women



Difference between men and women bonus pay

73.8%

Mean

56.8%

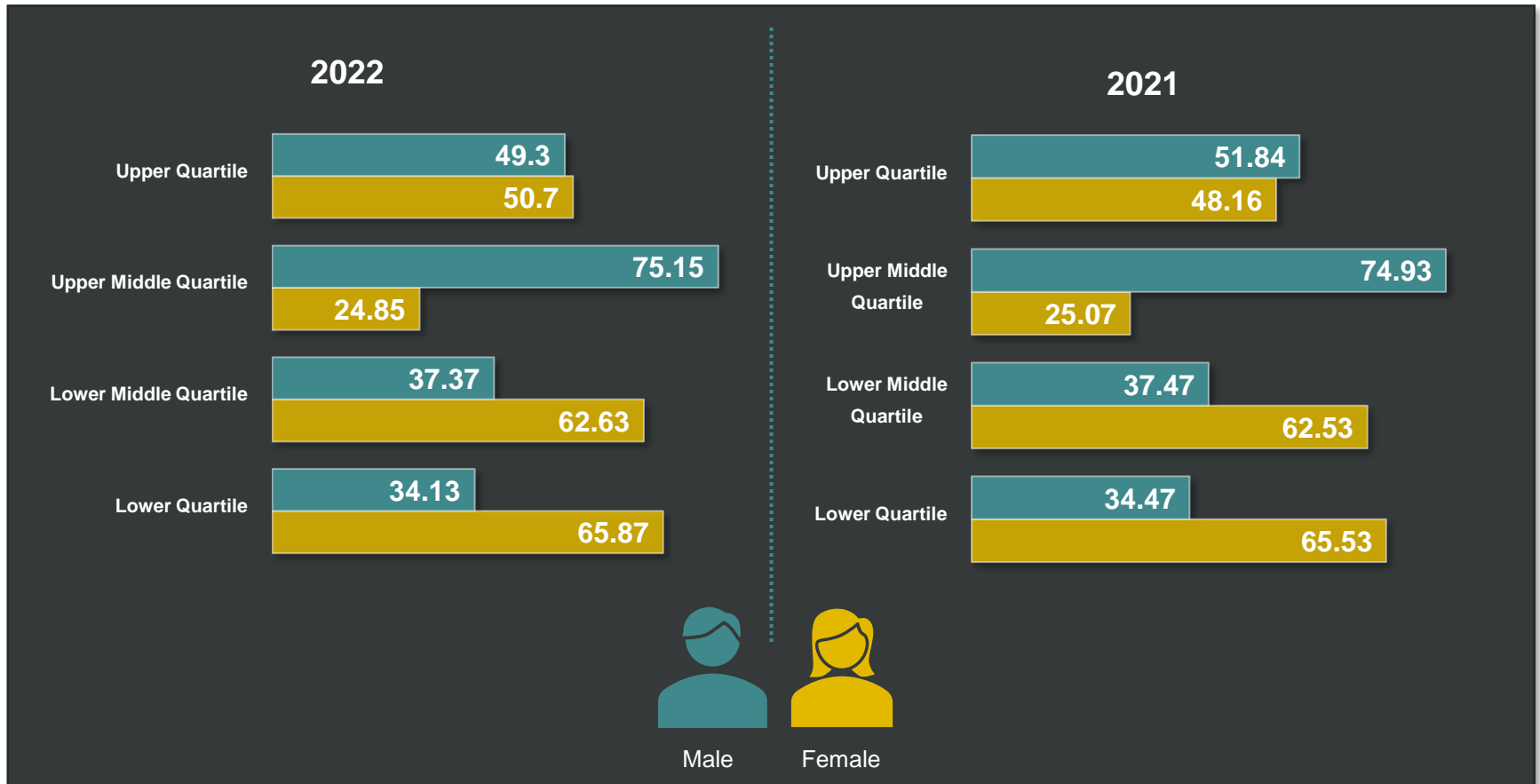
Median

A higher percentage of woman have received bonuses in this period, and has increased almost 42% ...

Mean vs Median 2022

PIB's pay quartiles have seen a vast improvement. Highlights:

- ✓ Top Quartile shows an **almost even split** with females in the lead at over 50%, which is an almost 2% increase since 2021
- ✓ More females in the Top Quartile reflects women moving from the Upper Middle Quartile due internal promotions and external senior hires



Spotlight on recruitment...

We believe PIB is an exciting career destination and an employer of choice in our industry. We are passionate about seeking opportunities to talk to people from diverse backgrounds and communities.

Many of our recruitment initiatives previously reported are continuing to have a positive impact. These include:

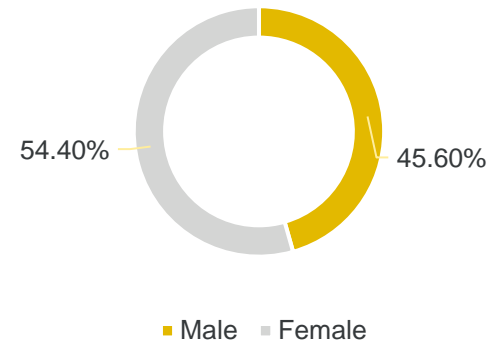
- > **Shortlists with an even balance** of male and female applicants for senior hires
- > **More channels to advertise jobs** to reach deeper into communities and demographics. This includes social media, different job boards or online forums such as return to work parents, or communities by geography that are located near our centres
- > **External stories told by our people** to lift the lid on what it's like to work at PIB, to appeal to people of all backgrounds, levels and experience
- > **Vacancy adverts** better reflect PIB's brand through content and visuals and using gender neutral wording
- > **Female presence** on interview panels wherever possible for senior roles
- > **Training for hiring managers** which incorporates enhanced Diversity & Inclusion knowledge and skills development

Hiring and growing from within....

Last year a quarter of the hires we made at PIB were from internal moves within our Group. This is testament to the many opportunities for our people to move around and experience working in different parts of the Group to pursue their career aspirations at PIB

Of our offers made in 2022, a higher percentage were made to women than men*. We attract external candidates from a range of sources, while 17% of vacancies are filled internal movements or promotions.

We achieved a near even split of male and female applicants*




**snapshot data taken in March 2022*

Continuing and coming soon – learning and development, recruitment and retention measures

We are constantly exploring ways to enhance learning and development, recruitment and retention measures, and to continually improve engagement:

 **Continue** - We are passionate about making PIB a great place to work. Everyone has the opportunity to develop and progress their career through our approach to continuous **Learning & Development**. Around 25 programmes were held throughout 2022, all of which were designed to appeal to employees in different stages of their careers...

 **Coming soon** – We will see the launch of PIB Group's first ever formal **Apprenticeship Programme**, in September 2023. We hope our apprenticeship programme will support the philosophy of 'growing our own talent' thereby creating a robust pipeline for the future and at the same time supporting the ambitious growth objectives of the Group. We also believe apprenticeships are an essential part of what makes PIB, as well as our broader commitment to supporting society and local communities in which we operate.

 **Continue** – Our **enhanced paternity leave policy** has been a great success. Since its introduction in 2019, the policy has also helped to create even more of a level playing field for attracting and retaining top talent by offering paternity leave that is matched to maternity.



Continue – Encourage take up of **volunteering policy**. This programme supports individuals and teams who want to engage with local charities and communities by offering paid leave to volunteer locally. It builds on PIB's broader CSR agenda and employees see this as an additional benefit.



Coming soon - We are close to attaining accreditation to become a **Living wage employer** in 2023. This is a strong endorsement of our ethics and desire to ensure that our people earn a wage that meets the costs of living in the UK. When achieved, carrying the Living Wage Foundation logo on our website and recruitment adverts further endorses our commitment to our people.



Continue - Endorse our ethic of **flexible working practices**. Our managers are empowered to support team members in arranging flexible working practices. Members of our People function are working on defining a flexible working policy and framework across the Group, giving more clarity to our people on the practices that can be applied for different types of role. Another big benefit that we have seen since taking a more flexible approach is more women are returning from maternity leave, as flexible working helps to manage childcare commitments more effectively.



Gender Pay Gap Report 2020

