

Firstsource

Gender Pay Report – April 2018

The following statement shows our gender pay gap as at April 5th 2018 in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Calculations

Employee Quartiles

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Females	41.83%	42.35%	42.45%	42.58%	42.30%
Males	58.17%	57.65%	57.55%	57.42%	57.70%
Total	100.00%	100.00%	100.00%	100.00%	100.00%

Mean Gender Pay Gap

Group	Male	Mean Hourly Rate in Group	Female	Mean Hourly Rate in Group	Mean Gender Pay Gap	
					Difference - £	Difference - %
All Employees	2,882	10.42	2,113	10.27	0.15	1.43%

Median Gender Pay Gap

Group	Male	Median Hourly Rate in Group	Female	Median Hourly Rate in Group	Median Gender Pay Gap	
					Difference - £	Difference - %
All Employees	2,882	9.30	2,113	9.34	-0.04	-0.39%

Bonus

Gender	All Employees	Bonus Recipients	% Of Workforce by Gender	Average Payment	Median Payment
Males	2,882	2,213	76.79%	1,703.59	675.66
Female	2,113	1,506	71.27%	1,173.54	451.50
Total	4,995	3,719	74.03%	530.05	224.16

Mean	31.11%	Lower than Men
Median	33.18%	Lower than Men

The Proportion of Employees that received a Bonus Payment by Gender is		
Male	76.79%	Receive Bonus Pay
Female	71.27%	Receive Bonus Pay

Since last year we have seen a minor change in the gender pay gap at Firstsource but still close to parity between genders. Mean GPG shows a 1.43% gap in favour of males whereas Median GPG shows a 0.39% gap in favour of females. This is similar to our competitors where the median gap is almost nil and the mean is in favour of males.

We have seen a spike in the bonus gap between genders which can be attributed to a higher percentage of male staff now achieving a bonus whereas female colleague bonus remains at the same level as last year. Mean and median bonus payments to colleagues who received a payment are higher than last year for both genders.

I hereby confirm the aforementioned data is correct.

Signed: 

Name: SEAN CANNING