

# 2022-23 Gender Pay Gap Report

We are pleased to be able to say that, based on a median gender pay gap analysis, every £1 a man is paid through us, a woman is paid £1 too

Carrington Umbrella employs hundreds of UK contractors across a variety of industry sectors. Our employees source the majority of their assignments via recruitment agencies and routinely negotiate contract rates with the agency.

As a business, we do not discriminate in any way when taking on new employees or establishing their respective pay rates.

All employees of Carrington Umbrella receive equal pay for equal work.

Rates of pay can vary depending on the industry sectors, experience and the roles that the employees engage in. That said, we closely monitor and track the progress of the gender gap.

Carrington Umbrella can confirm that the figures listed in our report are accurate and have been calculated in accordance with the Gender Pay Gap Reporting requirements, as outlined in the legislation and accompanying guidance: Gov.uk gender pay reporting

# Gender Pay Gap Report

Upper pay quarter:

25.30% are female, 74.70% are male

Upper middle quarter:

32.53% are female, 67.47% are male

Lower middle quarter:

34.94% are female, 65.06% are male

Lower quarter:

32.53% are female, 67.47% are male

# Gender Pay Gap Report

The difference in mean hourly pay as a percentage: 0.34%

The median gender pay gap using hourly pay: 0% pay gap which means that for every £1 a man earns, a woman earns £1.