



GENDER PAY GAP REPORT – WE CONTRACT® GROUP

Our gender pay report is produced as per the Equality Act 2010 (Gender Pay Gap Information) legislation. At We Contract we engage contractors who are sourced for assignments through recruitment agencies and/or other end hirers and the contractors negotiate their assignment rate of pay directly with them. The gender mix and gross assignment rates for these workers are therefore outside our control.

<i>GENDER PAY GAP</i>	<i>We Contracting Limited</i>		<i>We Payroll Limited</i>	
	Women	Men	Women	Men
<i>Mean gender pay gap using hourly pay</i>	13.6%		0.8%	
<i>Median gender pay gap using hourly pay</i>	3.9%		0.0%	
<i>Pay Quartiles</i>				
<i>Upper Quartile</i>	1.5%	98.5%	5.0%	95.0%
<i>Upper Middle Quartile</i>	0.8%	99.2%	5.0%	95.0%
<i>Lower Middle Quartile</i>	1.6%	98.4%	5.0%	95.0%
<i>Lower Quartile</i>	4.4%	95.6%	4.0%	96.0%
<i>Who received a bonus</i>	54.5%	9.6%	100%	95.0%
<i>Mean gender pay gap using bonus pay</i>	12.9%		7.0%	
<i>Median gender pay gap using bonus pay</i>	29.7%		44.2%	

This report has been produced for the tax year ending 5th April 2020