

## **Vital Recruitment Ltd - April 2018**

On the 5th April 2018, Vital Recruitment had a combined active workforce (encompassing both directly employed staff and agency workers engaged under a contract for services) of 2607 staff. Of this number 47% of staff were men and 53% were women.

Our mean gender pay gap is a very favourable 0.8% with a median gender pay gap of 0%

Our pay by quartile expressed as a percentage is as follows:

	<b>Men</b>	<b>Women</b>
Upper Quartile	53%	47%
Upper Middle Quartile	50%	50%
Lower Middle Quartile	50%	50%
Lower Quartile	35%	65%

Our very low gender pay gap figure demonstrates both our commitment (and that of our customers) to ensuring that workers and employees are paid fairly and equally for their work and contribution to the business. The gender pay gap that we do have and the proportionally higher instance of women in the lower pay quartile is partly attributable to the fact that night shift work and certain skills (e.g. forklift driving/machine minding roles) attract premium pay rates and shift premia; and these areas of work remain dominated by men. We also recognise that there is a higher proportion of male senior managers within Vital, compared to women.

As an organisation, Vital values equality and diversity and we will continue to promote all opportunities equally to our workforce (both existing and prospective) in order to close our Gender Pay Gap wherever we can.

**Mark Underwood**

**Managing Director**