

Gender Pay Gap Report 2019

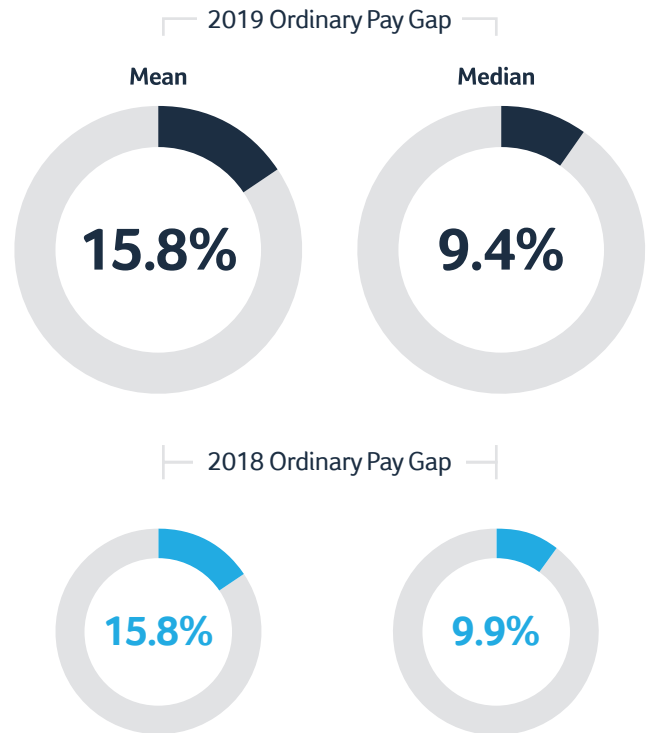
Peninsula Business Services is the largest company in the Peninsula Group of companies and is the leading provider of HR, employment law and health & safety services in the UK.

With over 34,000 clients and 1,000 staff, Peninsula has a pre-eminent position in the market and takes great pride in being an exciting and equitable place to work.

At Peninsula, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. Peninsula is an Equal Pay employer – men and women performing equal work receive equal pay. Peninsula does have a Gender Pay Gap – though we are pleased to report that for Ordinary (i.e. contractual) Pay, our Gender Pay Gap of 9.4% has reduced from last year's figure of 9.9%.

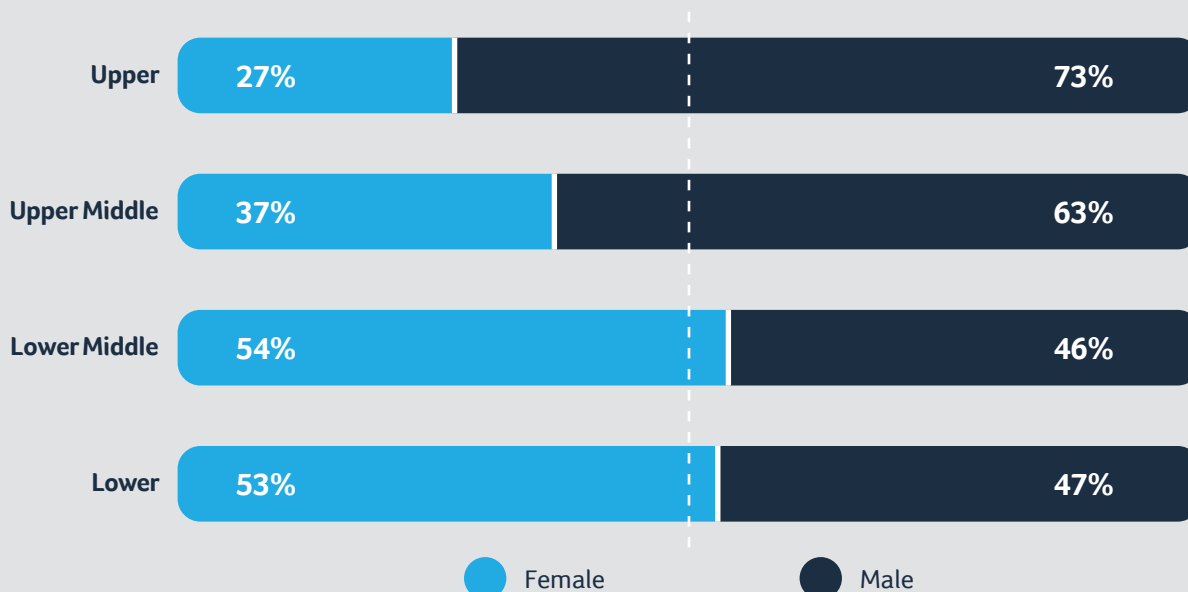
We offer excellent training and development opportunities for staff across all departments, ranging from graduate and professional training schemes in the advisory departments to management training for staff when they achieve a role of team leader or above. Peninsula consistently wins prestigious business awards for its quality performances as an employer.

This is Peninsula's third report under the UK's GPGR requirements based on the snapshot date 5th April 2019.



Pay Quartiles

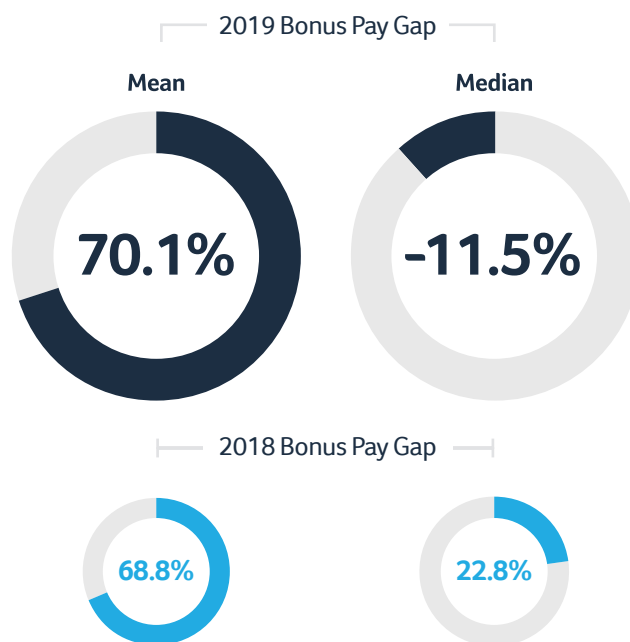
The proportion of male and female employees are split into quartile bands based on their Ordinary Pay. The banding illustrates that there is significant gender pay gap in the upper pay quartile, a situation largely due to the large number of IT developers and health & safety consultants employed by Peninsula, both male dominated professions.



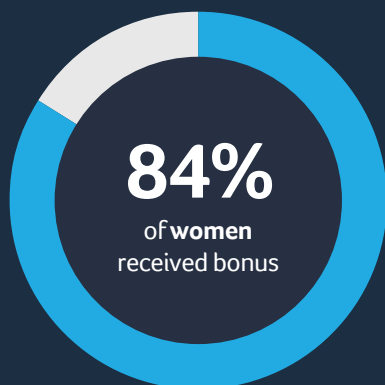
Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving bonus payments are similar with 84% of women and 77% of men receiving bonuses in the year.

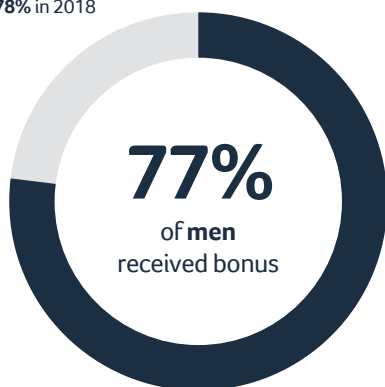
However, the quantum of the bonuses does vary significantly, because the figures are heavily influenced by the inclusion of sales commissions paid to the male dominated field sales team. There is Equal Pay amongst the sales team (and across all the company) with all members paid in accordance with the same commission structure. Some of the most successful members of the sales team are women, but women are a small proportion of the team.



81% in 2018



78% in 2018



I confirm that the data published in this report is accurate. Peter Swift, Group Finance Director.