



GENDER PAY REPORTING

The Gender Pay Gap report below is produced in compliance with the Equality Act 2010 (Gender Pay Gap Information) legislation. Compass employs contractors who have been sourced for temporary assignments by recruitment businesses, and in a few cases, end hirers. The contractors agree their rate of pay directly with these organisations and therefore the relative rates of pay for men and women is outside of our control.

GENDER PAY GAP REPORT - 2023

Women's Mean Hourly Pay	14% Lower	
Women's Median Hourly Pay	11% Lower	
Pay Quartiles	Men	Women
Upper Quartile	59%	41%
Upper Middle Quartile	52%	48%
Lower Middle Quartile	51%	49%
Lower Quartile	52%	48%
Total Employee Split	56%	44%
Who received a bonus	55%	55%
Mean Pay Gap - Bonus	14%	
Median Pay Gap - Bonus	11%	