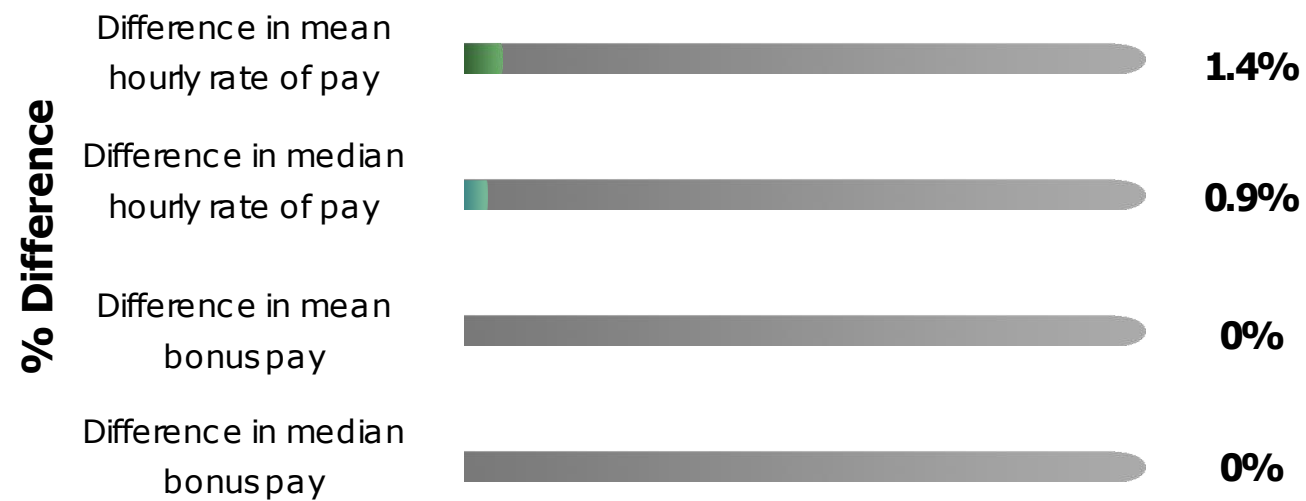


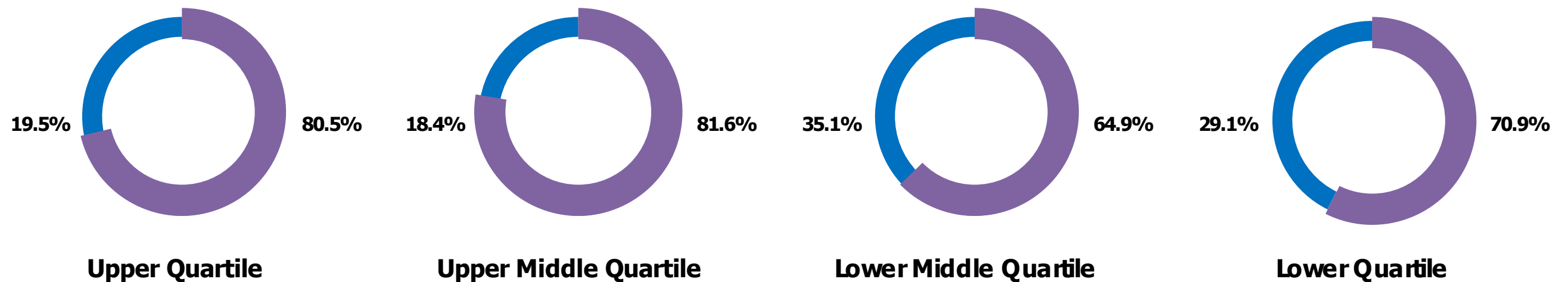
Extra Personnel Limited operates with food, industrial, transport, airside and professional sectors supplying temporary labour to end users. In line with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017, we have produced this report to detail the Gender Pay Gap in our organisation. The report is based on data using the snapshot date of April 2020.

Many factors can affect the Gender Pay Gap, including proportion of men and women at different roles at different levels of seniority and more women working part time hours. Our aim is to reduce any Gender Pay Gap that is evident, the annual reporting will assist with this.

The Office of National Statistics reported the overall Gender Pay Gap for all employees in the UK as 18.1% in 2016, based on data from the Annual survey of Hours and Earnings. Our Gender Pay Gap results are shown below.



Percentage of employees who received bonus pay



We can confirm the data reported above is accurate