

# The Best Connection

EMPLOYMENT GROUP

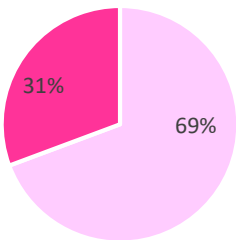
## GENDER PAY GAP REPORT

The Best Connection Group Limited is an employment business, specialising in industrial and driving recruitment. This report has been produced in line with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and includes data for all employees and temporary workers as at 5<sup>th</sup> April 2018.

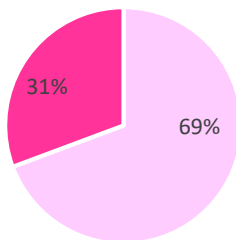
### Proportion of Employees in each Pay Quartile

- Men
- Women

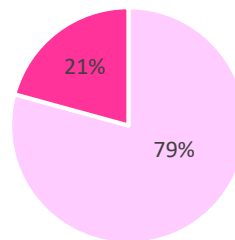
Lower Quartile



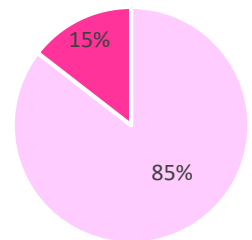
Lower Middle Quartile



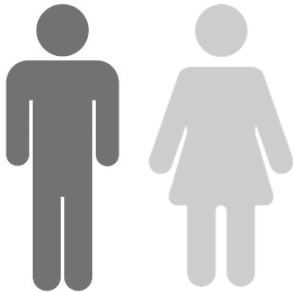
Upper Middle Quartile



Upper Quartile



### Proportion of Employees Receiving a Bonus



3.52%

8.84%

### Difference in Pay between Men and Women

Mean % women are lower	Median % women are lower
Hourly Pay Gap	
6.5	5
Bonus Pay Gap	
64.2	78.6

Our Gender Pay Gap report indicates that on average women's hourly pay rate is 5% lower than men, this is well below the UK average of 17.5%.

The Best Connection supply workers into both the industrial and driving sectors. The driving sector has traditionally been a male dominated sector. This is reflected in each of our quartiles; in particular, the high quartiles as driving roles are generally more skilled, higher paid roles. There are also more males in senior positions within the business, which again explains the larger gap in the higher quartile.

The Best Connection is however committed to closing our Gender Pay Gap further. We are looking into ways to ensure that more women progress within the business, and to make sure that they have the relevant support so that they are able to compete for senior positions.

I confirm that this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

Andrew Sweeney  
CEO

