

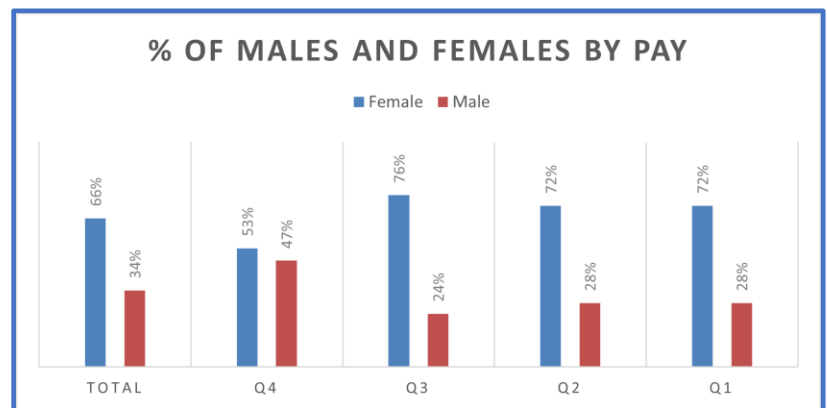
Gender Pay Report 2021

New Red Planet employs in excess of 250 employees and, as such, are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Gap Reporting supports the knowledge and understanding of the differences (or otherwise) between men and women's pay.

Gender Pay Gap Difference Women to (Men)	
Apr-21	
Mean	21%
Median	18%

% of males and females by quartile		
	Female	Male
Total	66%	34%
Q4	53%	47%
Q3	76%	24%
Q2	72%	28%
Q1	72%	28%



SUPPORTING STATEMENT

New Red Planet is a payroll company operating in the contractor and agency worker sector. As a payroll company in the temporary labour market, New Red Planet does not negotiate, nor is it otherwise involved in the determination of the worker's rate of pay. All contractors and agency workers agree a rate of pay with a recruitment agency directly before sourcing employment with a payroll company such as New Red Planet. As such pay rates vary widely by sector, skill set and experience. In 3 of the 4 quartiles, we have a high ratio of female:male workers; this is due to the majority of our employees working in the education sector.

This statement confirms that the published information is accurate as at the time of publishing.