



OPUS
PEOPLE SOLUTIONS

OUR GENDER PAY GAP

MARCH 2022

(Reported March 2023)



OUR GENDER PAY GAP

Legislative Requirements All UK Companies with 250 or more employees are required to publish gender pay information using hourly rates of pay as at 31st March and bonus payment received in the 12 months leading up to the 31st March:

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartile pay band

ABOUT OPUS PEOPLE SOLUTIONS

Opus has successfully been providing resourcing solutions since 2004 and have continued to grow and diversify our business

People are the heart of our business delivering great service every day. We are committed to ensuring that our colleagues have the best opportunities to develop and succeed and are part of an organisation that promotes a fair and inclusive work place.

Opus is a temporary labour agency and therefore by the nature of our operation we have temporary workers that can be placed into temporary roles with our clients. We have approx. 363 temporary workers and we also directly employ 40 permanent employees. The nature of the temporary work supports those individuals looking for flexible working arrangements where they can choose when they are available for temporary placements. The nature of the roles that we support our clients with are in teaching, social care and business administration and the client will determine the pay rate which limits our ability to have direct control over a gender pay gap. We actively work with our clients to promote positive and market competitive pay rates in these roles, which are typically carried out by women.

We are pleased to report a positive progress on our Gender Pay Gap with a steady decline over the last three years of 10%. We are not complacent and will continue to focus on initiatives that can make a difference.

WHAT IS OUR PAY GAP?

OPUS

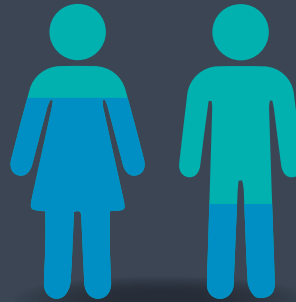
16.6%*

Opus People Solutions has a median GPG of 16.6% and a mean of 7.5%. This is slightly above average of 14.9%

UK'S MEDIAN

14.9%**

This is the 3rd consecutive year that the Median has decreased for Opus, decreasing by 10% in the last 3 years.



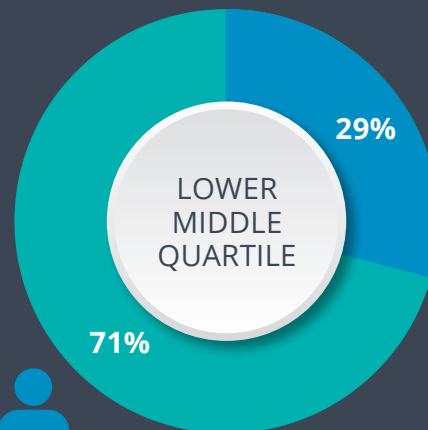
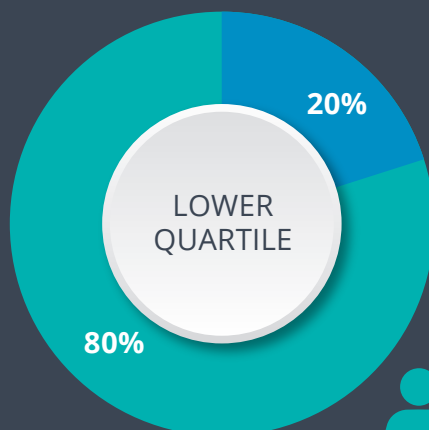
68%

32%

WOMEN / MALE SPLIT

68% women 32% men

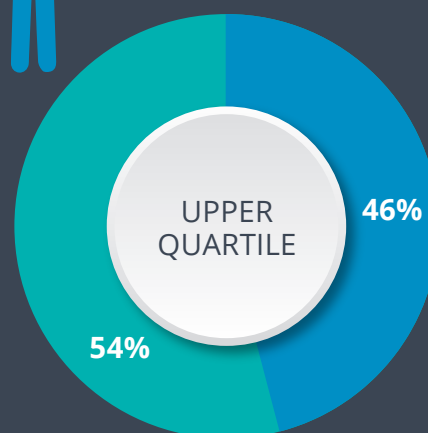
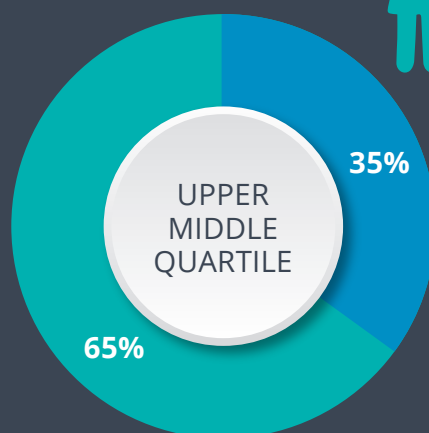
Women continue to make up the majority of the workforce, however men hold the significant proportion of our Senior Leadership roles



Female



Male



BONUS

We have a 40.71% median bonus and 72.4% mean gender bonus pay gap.

The proportion of males and females who received a bonus: Men = 7.69% Women = 6.96%.

Most of the Senior Leadership team and directors are male which influences our bonus pay gap.