

GENDER PAY GAP REPORT 2023

HSL Compliance provide a range of compliance services to both the public and private sector at sites ranging from small domestic properties to large scale industrial manufacturing.

Difference between males & females

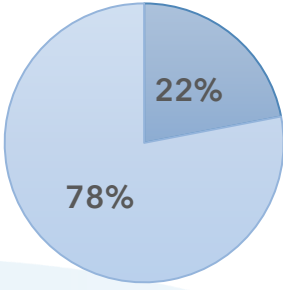
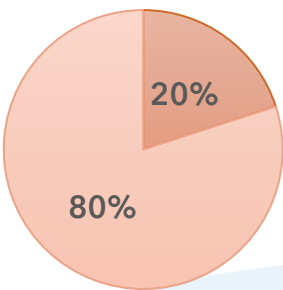
	Mean	Median		Mean	Median
Pay Gap	18.68%	16.02%	Male	£15.26/ hour £31,740.80 Annual Est	£12.98/ hour £26,998.40 Annual Est.
Bonus Gap	42.27%	33.28%	Female	£12.41/ hour £25,812.80 Annual Est.	£10.90/ hour £22,672.00 Annual Est.

The tables above detail our overall mean and median gender pay gaps, taken from hourly rates of pay at 05/04/23.

Proportion of males & females receiving a bonus

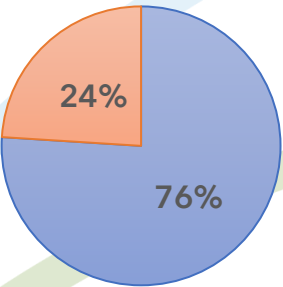


The charts here relate to the differences in relation to bonuses paid in the year up to 5th April 2023

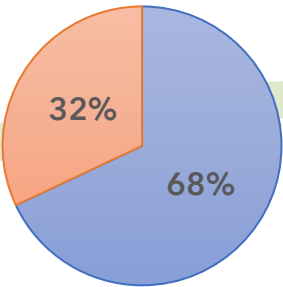


Received a bonus Did not receive a bonus Received a bonus Did not receive a bonus

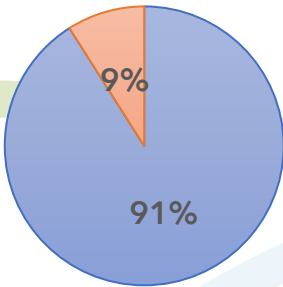
Proportion of males & females in each pay quartile



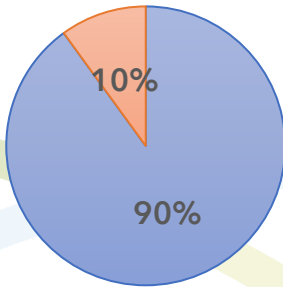
Lower
Quartile



Lower Middle
Quartile



Upper Middle
Quartile



Upper
Quartile

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Summary

Our gender pay gap analysis brought forward the following observations:

- On average, women earned 18.6% less than men during the period, this has reduced from 21% in the previous reporting period.
- The proportion of men and women receiving a bonus in 2023 is of greater parity, an improvement from the previous reporting period.
- On average men earned more bonus than women during the period.

The Quartile charts at the base of Page One of this report show the male to female split of our workforce within each defined quartile. To calculate this data we put our hourly paid rates in order from highest to lowest and then divided them equally into four quartile groups.

We are pleased we have been able to close the gap slightly on the average difference between male and female pay. A large proportion of our workforce are our site-based engineers; these roles are predominantly filled by male staff however, we are pleased to see more women being recruited into these roles. Our support roles are filled with a closer mix of genders, however, these roles warrant a lesser pay and therefore, impact on our gender pay gap.

In 2023, we processed a greater volume of bonuses which were equally representative of our male and female workforce. We do have a significant pay gap between the average bonus pay however, a large number of our senior roles are filled by men.

This report is a prime document for HSL Compliance to review and modify its salary, recruitment and industry data to set ourselves realistic and achievable targets.

We are also confident that, irrespective of gender, people working in the same roles and levels are paid the same.

Gavin Hartley
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