

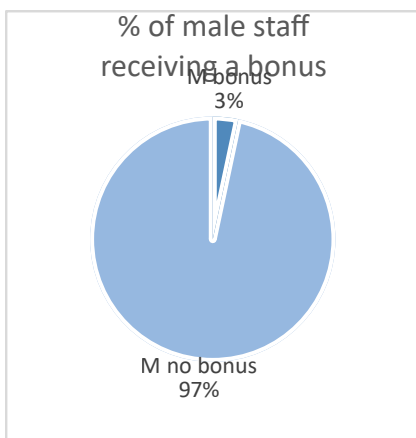
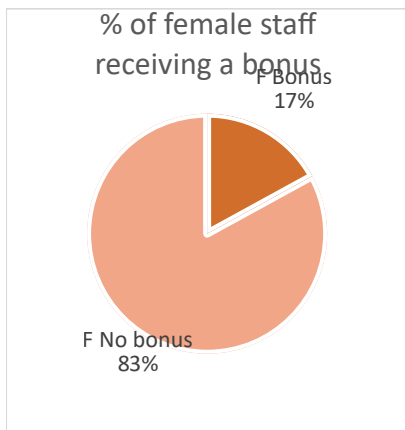
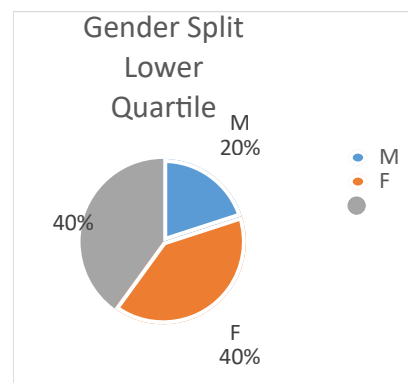
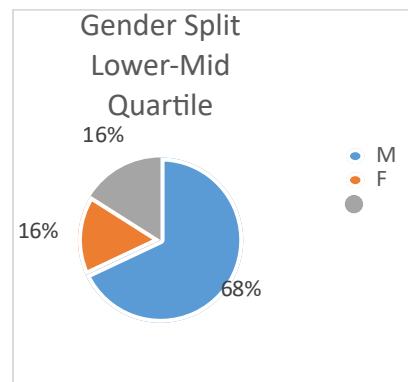
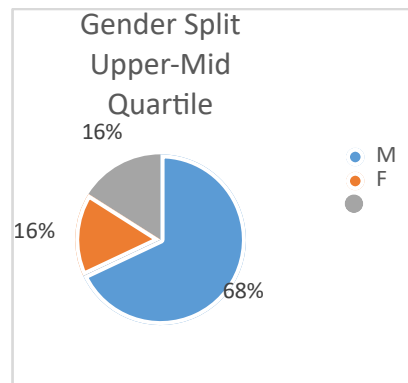
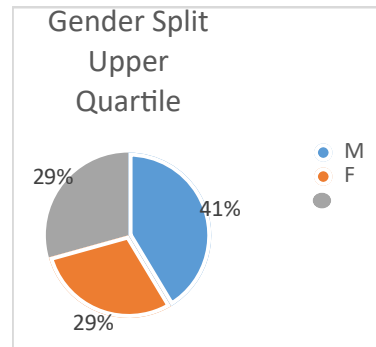
Gender Pay Gap Statement 2020

Mynt Recruitment is a recruitment business that supplies temporary workers. We have two payrolls; one for our office staff, and one for the temporary workers we supply to our clients. All staff are paid according to the job that they carry out, regardless of gender.

While we strive to equality across our business. Overall figures do however include our principle shareholders who are directors of the business and both are male. As at April 2020 our own permanent office based staff is made up of; 6 male and 10 female staff.

Svenstone Gender Pay Gap results

Mean Gender Pay Gap: 1.67 %
 Median Gender Pay gap: -6.88 %
 Mean Bonus Gender Pay Gap: 55.56 %
 Median Bonus Gender Pay Gap: 69.82 %



Detailed Analysis

Detailed breakdown

We are a recruitment business that predominantly supplies temporary workers into; manufacturing, production, assembly, heavy manual roles at all skill levels. Our Quartile figures closely reflect the fact that we have more males working for the company than females as we find more males apply for the work than females in those sort of roles. The vast majority of our staff are temporary workers that we provide to our end user customers, and we give all genders equal chance in all fields, however we do also have suitably qualified females in male dominated roles, ie; Design Engineer, Production Management, all positions are filled based on merit and experience alone, not gender.

Within our own office-based staff however, there is a higher proportion of female staff than the average across the business. As all our office staff receive a higher than average salary for the company, and access to a commission based bonus. These results 'bulge' in the number of females employed in the Upper and Upper Middle quartiles, and also in the higher % of Women receiving a bonus, and our negative median Gender pay gap

The Gender pay gap calculation formula does not take into account part time workers – simply counting them as lower paid staff – A better calculation accounting for part-time staff (of whom a disproportionate number are women) would more accurately show the gender pay-gap.

The high mean and median bonus pay gap is a reflection of the fact that certain highly skilled/qualified jobs tend to receive a higher remuneration level, and Males predominantly carry out those roles, for example, the two principle directors and one of the Branch Managers are male, and the highest paid temp for a particularly skilled role was also male

Mynt Recruitment will always strive to ensure the gender pay gap issue is addressed and, working with our end user clients, will continue to offer roles on equal basis. The balance of females to males working for Mynt Recruitment in the temporary placement market, will always be a challenge, because we cannot control who apply for any advertised roles. Any office based role will be filled based upon merit, experience and suitable industry knowledge, not gender and will be paid in accordance with that criteria (two of our three senior managers are female) . We will continue to promote internally as and when positions become available and the person with the correct attributes will get the position and will be paid regards of gender the same level for the same job. We strive to work with customers who share the same values and ethics as ourselves to ensure that gender pay gaps are eradicated across the economy.

The published information is accurate as of the date produced, as confirmed by;

John Stanton – Chairman Svenstone Ltd t/a Mynt Recruitment