



CALIBRE RECRUITMENT

GENDER PAY GAP REPORT
March 2024

Background

Under UK legislation that came into force in April 2017, all companies with 250 or more employees in the UK are required to report their gender pay gap annually.

Our 2024 gender pay gap report.

Our Gender Pay Gap figures have been calculated using the mechanisms that are set out in the gender pay gap reporting legislation.

The data represents all employees in the UK as of 31st March 2024.

The **mean pay gap** is the difference in average hourly pay between men and women.

The **median pay gap** is the difference between the midpoints in the ranges of hourly rates.

The **pay quartiles** are calculated by listing the rates of pay from the lowest to highest, before splitting them into four equal groups.

Opening statement

Calibre Recruitment passionately support the principle of equality, diversity and inclusion in employment.

Our philosophy is to encourage, value and manage diversity, and to recognize that talent is distributed across the population.

Whilst we endorse moral and social reasons for promoting equality of opportunity, we will not try to fit people into jobs to influence statistics. Instead, it is in the best interest of this organization to recruit and develop the best people for our jobs, and from a wide and diverse pool as possible, as well as to ensure that all staff are able to reach their full potential.

As part of our commitment, Calibre Recruitment will continue to foster equality of opportunity for all its employees and contractors, regardless of gender. Every possible steps are taken to ensure that individuals are treated fairly in all aspects of their employment with Calibre Recruitment.

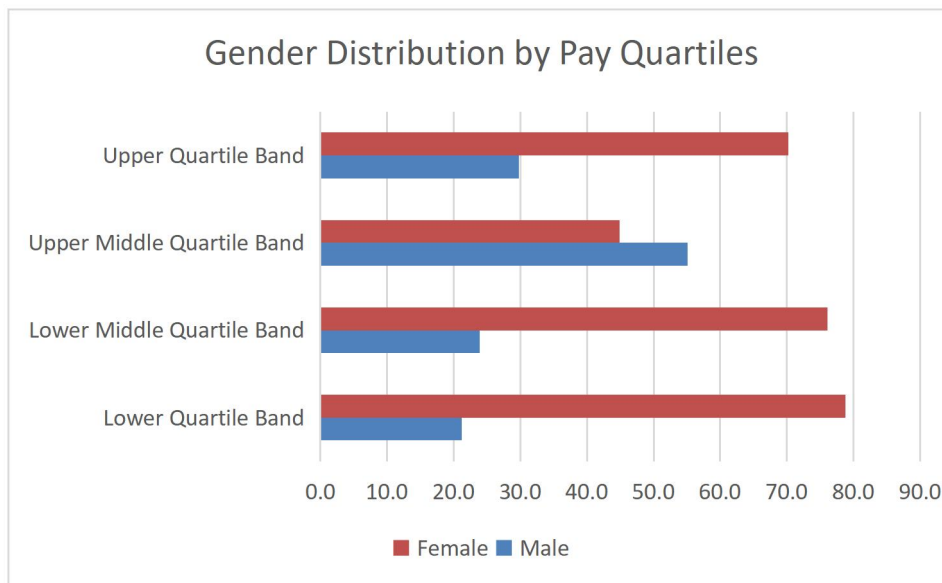
Gender pay & bonus gap

The table below reflects our overall mean and median gender pay gap based on hourly rate of pay as a snapshot date (31st March 2024). As well as showing the mean and median differences between bonuses paid to male and female employees at Calibre Recruitment up to the same period.

	Mean	Median
Hourly Gender Pay Gap	-15.3 %	13.1%
Gender Bonus Gap	0.0%	0.0%

The mean hourly pay gap shows 15.3% favoring women. Hospitality sector is very female dominant therefore there are higher possibilities for females to be promoted and to receive

higher pay. The median pay gap is 13.1% favoring men. This is the only measurement favoring men, three quartiles out of all four has been outnumbered by female employees.



Closing statement

Calibre Recruitment is confident all employees are paid equally for doing the same job across the business irrespective of gender.

We shall continue to encourage more gender balance throughout the company. Our aim is also to raise aspirations and challenge gender stereotypes within the hospitality sector.

Calibre Recruitment constantly develops and improves its HR policies and practices to ensure that our recruitment culture actively supports development and equal opportunities regardless of gender, ethnicity, age, religion, disability or sexual orientation.

Dace Fridberga
Managing Director