

## Gender Pay Reporting

Generate FS Ltd is required by law to publish an annual gender pay report showing the pay gap between its male and female employees, expressed as a percentage of male earnings. This is the company's report for the snapshot date of 5 April 2021.

### Gender pay gap

- The mean gender pay gap for Generate FS Ltd is 3.7%
- The median gender pay gap for Generate FS Ltd is 0%
- The mean gender bonus gap for Generate FS Ltd is 23.3%
- The median gender bonus gap for Generate FS Ltd is 32.4%
- The proportion of male employees in Generate FS Ltd receiving a bonus is 83.9% and the proportion of female employees receiving a bonus is 83.5%.

### Quartile Reporting

BAND	MALES	FEMALES
Lower quartile	24.7%	75.3%
Lower middle quartile	30.8%	69.2%
Upper middle quartile	30.9%	69.1%
Upper quartile	32.3%	67.7%

### Written Statement

Generate FS Ltd is an umbrella company employing temporary contractors working across a wide range of sectors and a relatively small head office staff. Our standard remuneration model for contractors is a combination of National Living Wage/National Minimum Wage (depending on age) plus a discretionary variable bonus.

Remuneration for contractors is also contingent on the rates we receive for their assignments. These are generally negotiated by the contractors themselves, who source their assignments direct from recruitment agencies or end-clients. Our figures should therefore be read in this context.

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



Robbie Smith  
Chief Financial Officer