



## Statement

At Liquid Friday we are passionate about creating and nurturing a diverse and balanced workforce. Our business is people, delivering fantastic and challenging projects for our clients which requires a motivated, flexible and engaged workforce. Equal pay is vital to ensuring this aim.

We are proud of our diverse and balanced workforce but feel our results require further clarification and explanation.

Liquid Friday works in 14 different sectors across the UK and employs over c.3,500 team members. Our results show a clear difference in rates in favour of our female team members. This is primarily due to a substantial variation in the type of roles undertaken by our female and male colleagues. A high proportion of our female team members work within the higher paid Social Care and Professional Services sector. This has resulted in a negative gender pay gap.

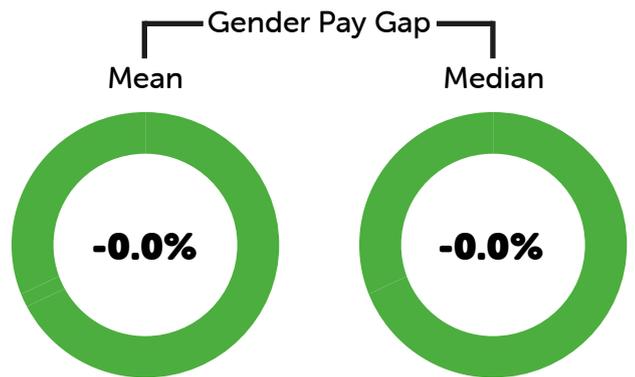
My team and I are passionate about delivering great people, great jobs. Ensuring people are always paid equal pay for doing the same or similar roles is and will remain a priority.

**Joe Taffuelli - Head of Group Operations**

## Mean and Median Gender Pay Gap

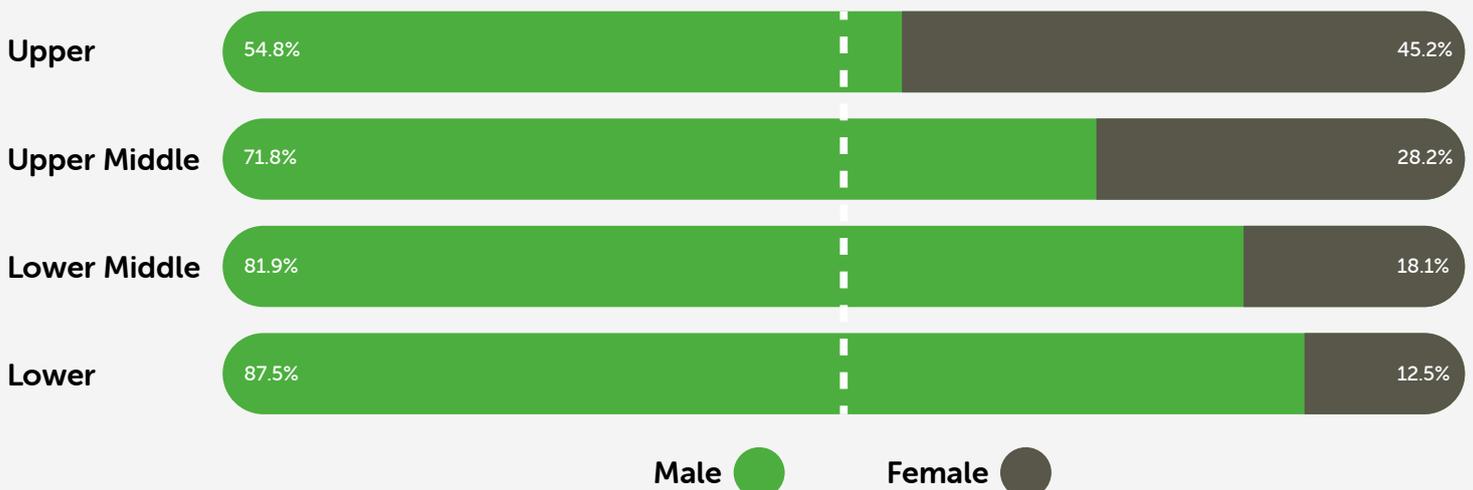
The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.



## Pay Quartiles

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).

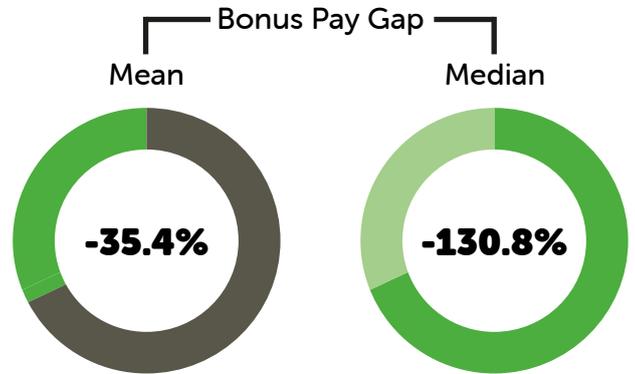




## Mean and median bonus gap

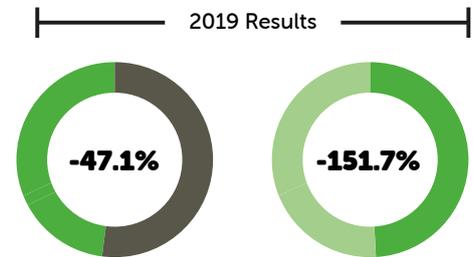
The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.

The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women.

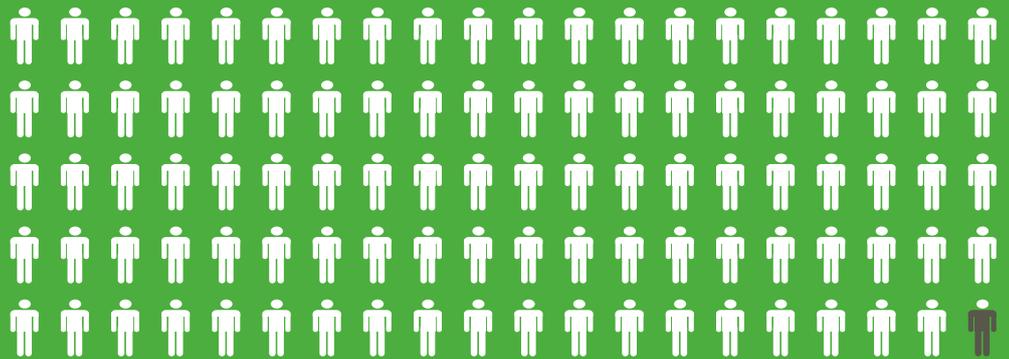


## Proportion of males and females receiving a bonus

This is the percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5 April 2020.



98.7% in 2019



98.9% in 2019

