



Gender Pay Gap Report 2020

Snapshot Date: 5th April 2020

Our Values



INNOVATION



PARTNERSHIP



EXCELLENCE



INTEGRITY

Forward

At Meridian Business Support (Meridian) we believe that everyone, whatever their role, makes a valuable contribution towards the success of our business. In turn we ensure that everyone is rewarded fairly for the work that they do and has access to the same opportunities to develop and grow. We believe in being an inclusive and diverse organisation where anyone can reach their full potential.

What is the Gender Pay Gap?

The gender pay gap measures the difference in average hourly pay between men and women across all levels of seniority in a company and is expressed as a percentage of men's pay. A positive percentage means that the average hourly pay for men is higher than that of females, whilst a negative percentage indicates that the average hourly pay for females is higher. It does not measure equal pay, which refers to how much a man or a woman is paid for doing the same or similar role.

Our Results

For the purpose of the Gender Pay Gap Regulations, we are required to report on Meridian Business Support Ltd. The results below include Meridian's permanent employees and its temporary workers who were engaged on either a Contract for Services or Employment Contract, on the snapshot date of 5th April 2020.

On the snapshot date, Meridian employed 211 permanent employees, of whom 73 were males and 138 were females. All permanent employees are paid on a monthly basis and many are eligible to participate in a relevant profit share scheme.

On the same date, 2,332 temporary workers were engaged on either a Contract for Services or an Employment Contract. Of these, 1,479 were males and 843 were females. Temporary workers are paid on a weekly basis and none receive any bonus. Whilst it is the end user client who dictates the rates of pay, Meridian along with its clients, ensures that temporary workers are paid the same hourly rate irrespective of gender.

91.7% of Meridian's workforce are temporary workers who do not receive bonus payments. When looking only at Meridian employees, 79.49% of males and 81.48% of females received bonus in 2020.

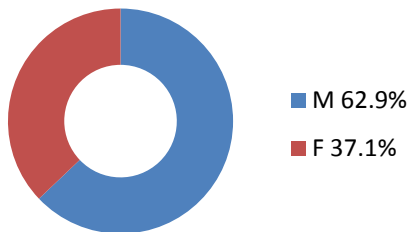
2020 Gender Pay Gap Results

	Employees & Temporary Workers
% Male	61.27%
% Female	38.73%
Mean Gender Pay Gap	1.78%
Median Gender Pay Gap	3.15%
Mean Gender Bonus Gap	37.69%
Median Gender Bonus Gap	41.27%
% males receiving bonus	3.98%
% females receiving bonus	11.16%

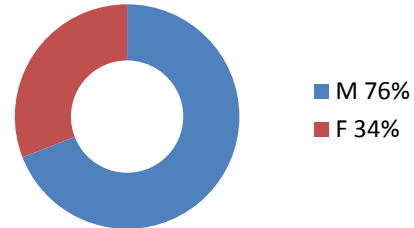
Population by Pay Quartiles

These quartiles depict the pay rates from the highest to the lowest for all permanent employees and temporary workers, split into four equal sized groups and with the percentage of males and females in each group. The total population is 2,543 employees and workers, of whom 38.73% are female.

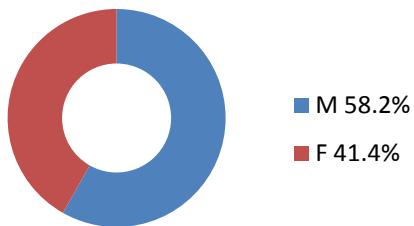
Upper Quartile



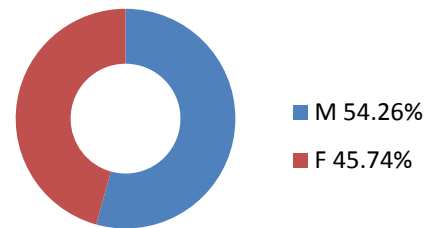
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



I can confirm that this report has been written in line with the Gender Pay Gap legislation and the figures contained within it are correct.

Sarah Ward
Head of HR