

Gender Pay Gap Report 2024

Snapshot of data as of 5 April 2024, reported in 2025

Safeguard Global. We enable global expansion without the risk.

At Safeguard Global, we help people and organizations with global expansion by providing HR solutions that drive business success.

We are fully committed to the principles of equality and equal opportunities. We believe that our ability to help Company's hire talent anywhere in the world, is inextricably linked to unlocking the potential of a truly diverse global workforce.



Overview

Safeguard Global values a diverse workforce and emphasizes workplace flexibility through a “Work in Any Way” culture. Safeguard are committed to providing flexibility for employees globally and enhancing Inclusivity, Equality and Diversity in the workplace.

To promote equal opportunities and career progression, in 2024 the HR team worked with leadership to develop and publish functional career paths for client facing teams in HR Services and the HR Employee Resource Centre.

The Learning & Development team also launched an initiative aimed at enabling employees to share their skills, set goals and access a Career Hub, unlocking a range of benefits that support their professional development.

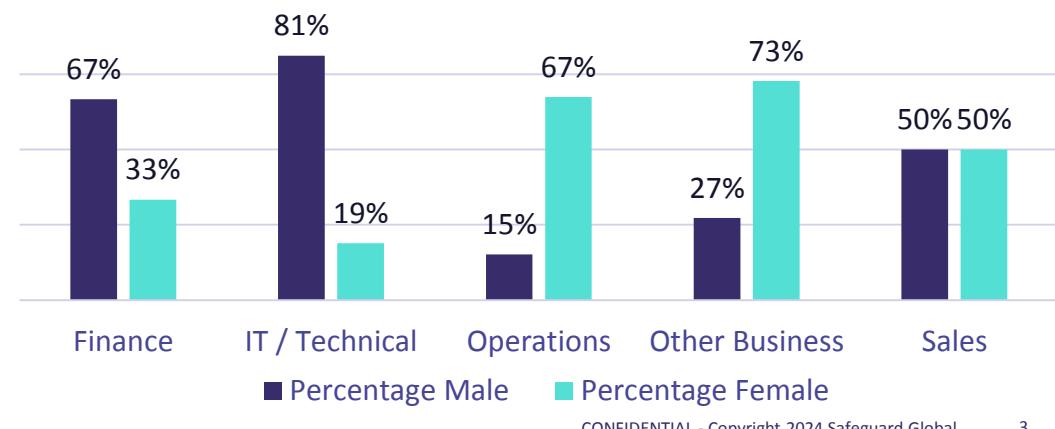
In addition, “Talk in Any Way” a series of blogs and podcasts was launched in 2024, an initiative to share experiences from experts around the business and inspire employees to grow their careers.

As we exam the internal gender pay gap results, we review the proportion of leadership roles held by females at Safeguard. In the UK, 50% of leadership roles are held by females.

We continue to be impacted by occupational differences. For example, the IT & Technical function, which attracts high salaries due to the skills and knowledge required, are occupied by 81% male, which remains consistent with 2023. The Finance function is similarly impacted, with 67% of roles occupied by males.

In the Sales function, female representation is at 50%, although a portion of this function is made up of high earning roles that remain predominately male and earn high ‘bonus’ (commission) amounts.

**Safeguard Gender Split by Department Type
(as of 5th April 2024)**



Key Gender Pay Gap Results 2024

It's important to note that although Safeguard Global technically employ and are required to report on 504 UK based employees, only 112 of these are directed by Safeguard management. The remaining 392 employees fall within our Global Employment Outsourcing (GEO) line of business. In this model, the client is determining who is hired and the appropriate salary for the employee, rather than Safeguard.

Data reported includes UK Global Employment Outsourcing

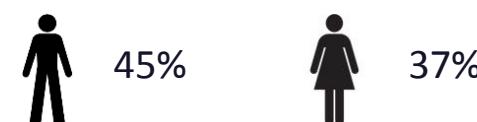
Hourly Pay

- Mean pay gap 21.5%
- Median pay gap 19.4%

Bonus Pay

- Mean bonus pay gap 65.8%
- Median bonus pay gap 9.6%

Proportion of employees receiving a bonus (12 months prior to 5 April 2024)



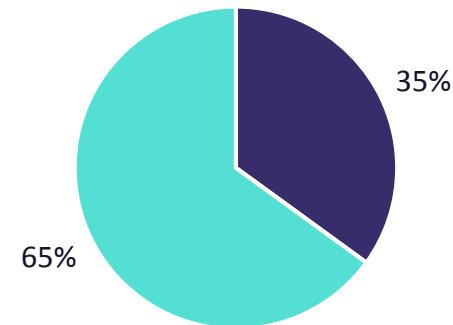
Gender Pay Gap Results 2024

Key findings of combined results include:

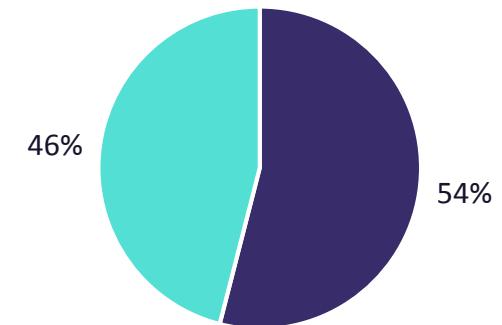
- The mean gender pay gap is unchanged at 21.5% (compared to the last report)
- The median gender pay gap has improved by 5.7% (from 25.1% at last report)
- In 2024, the proportion of women in the upper middle quartile is 39%, compared to 47% in 2023.
- The proportion of women in the upper quartile is 39% in 2024, from 41% in 2023.
- A gap in the mean bonus amounts received remains present. It's likely that this is due to commission being paid via Sales Incentive Programs and these Sales teams are populated predominately by men, such as at Safeguard Global.
- The median bonus gap has improved significantly by 31.2% (from 40.8% at last report)

Hourly Pay Comparison

Lower Quartile

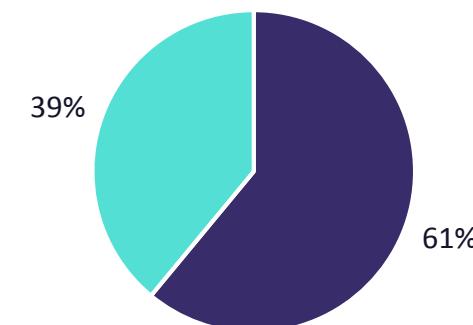


Lower Middle Quartile



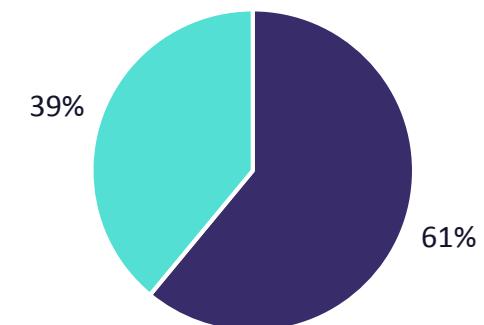
■ Men ■ Women

Upper Middle Quartile



■ Men ■ Women

Upper Quartile



■ Men ■ Women

Action Plan

Future of Work

Work in Any Way continues to promote workforce diversity and flexibility. Our hybrid policy empowers employees to choose their work location while ensuring role requirements and compliance. Providing more flexibility creates more opportunities for our employees.

Equal Opportunities

We are committed to equality in recruitment, development, and rewards by continuously improving systems and processes.

Recruitment

Hiring is based on skills, using structured, multi-stage interviews to reduce bias. Despite industry challenges, Safeguard Global aims to shortlist female candidates for IT, Sales and Finance roles to foster inclusivity.

Bonding Leave

To ensure consistency between men and women, we have a bonding leave policy that provides enhanced paid leave to new parents.

Progression and Development

We have seen great success from our talent planning and management development programs. In addition to these programs, we continue to invest in our people and provide opportunities to develop and learn any time and any where with the support of our Learning Management Systems and dedicated L&D team.

Reward and Recognition

Currently we set salaries based on market data and internal equity. Merit increases are performance-based, rather than determined by ad-hoc recommendations. We periodically check for equity to prevent bias and ensure fair compensation.

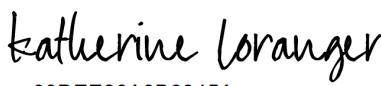
Career Paths

We are committed to collaborating with leadership to continue developing clear and specific career paths by function, ensuring equal opportunities for growth, and fostering fair career progression for all team members.

Statutory Signature

I, Katherine Loranger, Chief People & DEI Officer confirm that the above data has been compiled in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 regulations, using automated payroll software and that I believe it to be accurate.

Signature:

Signed by:

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Date:

3/26/2025 | 7:46 AM CDT

