

Gender Pay Gap Report 2023

Snapshot of data as at 5 April 2021 - 2022, reported in 2023



A photograph of two women sitting together, looking at a laptop. The woman on the left is wearing a white hijab and glasses, and the woman on the right is wearing a white sweater and glasses. They are both smiling and appear to be in a collaborative work environment. The image has a teal color overlay.

Safeguard Global. Unlocking talent potential, everywhere.

At Safeguard Global 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's diverse workforce is something that we are very proud of and we understand that flexibility is key to this. Safeguard are committed to the 'future of work' being **more flexible than ever before** and prioritised putting this in to practice to enhance Inclusivity, Equality and Diversity in the workplace as well as to provide flexible working solutions in response to the Covid-19 pandemic.

Senior leaders know that this flexible future is the key to hiring top talent and to **unlocking opportunities for those with childcare or caring responsibilities** which continue to disproportionately impact women.

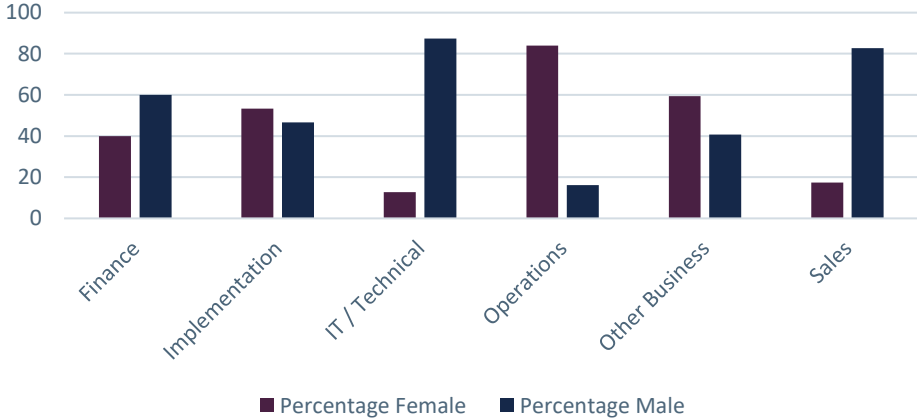
Over the last couple of years' we have continued to refine our management development program and introduced talent planning which helps our leaders to identify and to focus development of their highest potential employees based solely on merit.

Whilst the number of women in leadership roles has decreased at Safeguard Global by 13% (down to 44%, from 57% in the last report), initiatives have been implemented to encourage women to attain leadership roles. This has been seen with a 'Women in Leadership' panel kickstarting in 2023 as a platform to share ideas and practices and empower women in business. Additionally, as Safeguard Global is a global company this report does not take into consideration any global progress that has been made towards any gender gap in leadership.

However, as we examined our internal gender pay gap results, as with earlier years, we are impacted by occupational segregation.

Specifically, we see that within our IT function, which attracts strong salaries due to the skills required, we are almost 87% male. Although this is a large gender split, this has improved from last year and shows our efforts in the STEM sector, to attract and retain female talent, with the department growing from 1 female to 7. Additionally, whilst we have continued to add additional female Guardians to our sales teams, these high earners also remain predominately male earning high 'bonus' (commission) amounts.

Safeguard Gender Split by Department Type (As at 5th April 2022)



Key Gender Pay Gap Results 2022

(Includes UK Global Employment Outsourcing)

As per our previous results, it's important to note that although we technically employ and are required to report on 433 UK based employees, only 155 of these employees are directed by Safeguard management. The remaining 278 employees fall within our Global Employment Outsourcing ("GEO") business area. In this model, the client is determining who is hired and the appropriate salary for the employee, rather than Safeguard. Key Findings of Combined Results Include:

- **Improved mean gender pay gap by 2.5%** (from 30.4% at last report).
- **The proportion of women in the Upper Quartile has increased by 4.8%** (from 26% at last report)
- **A significant gap in the bonus amounts received remains present.** This gap has decreased slightly by 1% from the previous year which is a positive step. However, it is likely that this is due to bonuses being linked to salaries as a percentage and/or because sales teams are predominately men, such as at Safeguard Global.

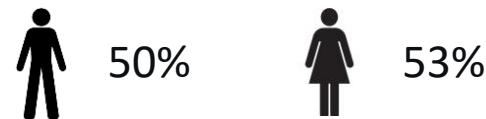
Hourly Pay

- Mean pay gap 27.9%
- Median pay gap 30.51%

Bonus Pay

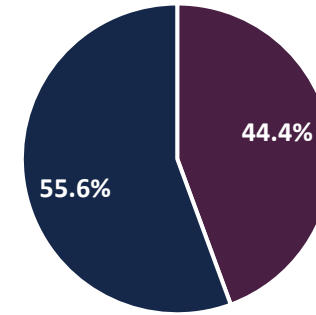
- Mean bonus pay gap 63.8%
- Median bonus pay gap 33%

Proportion of relevant employees receiving a Bonus (12 month prior to 5 April 2022)



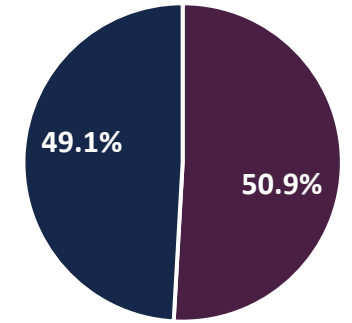
Pay Quartiles

Lower Quartile



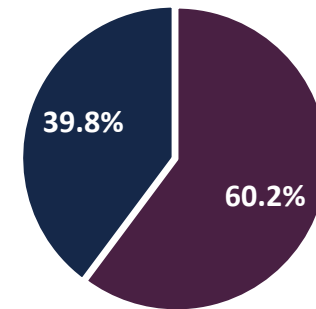
■ Men ■ Women

Lower Middle Quartile



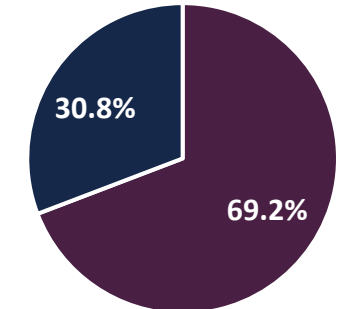
■ Men ■ Women

Upper Middle Quartile



■ Men ■ Women

Upper Quartile



■ Men ■ Women

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Action Plan

Future of Work

Safeguard Global's future of work will offer internal Safeguard Guardians more flexibility than ever before. We are currently actively practicing hybrid working policies to ensure that our opportunities are accessible by the most diverse workforce we have ever seen.

Equal Opportunities

We are fully committed to the principles of equal opportunities and will continue to develop our systems and processes to continue to promote equality within all relevant areas including recruitment, development and reward.

Recruitment

We're passionate about recruiting guardians based on their skills and not due to their gender or other personal characteristic this is reflected in the Safeguard values. We operate robust recruitment processes and try to eliminate any potential bias in recruitment by utilizing structured interviews with multiple stages, where possible. Additionally, whilst we have to acknowledge the challenges faced within our industry as previously mentioned we will continue to aim to shortlist female candidates for IT and Sales wherever possible.

Women in Leadership Panel

By giving our female employees a platform to share ideas and provide support to one and other, we are ensuring that we showcase the backing that Safeguard provides the women within the business to achieve.



Progression and Development

We have seen great success from the implementation of 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 by reviewing market data and considering internal team equity. We do not believe we have any equal pay issues. We also operate a performance-based merit increase system, utilizing assessments against specific criteria rather than ad-hoc management recommendations, which we believe may be subject to bias. We conduct periodic checks on such information to ensure appropriate equity and will continue with this practice.

Adjusted Bonding Leave

We have adjusted our bonding leave policy to ensure consistency between men and women. This extends the offering from Shared Parental Leave and whilst it may not have a direct impact at Safeguard it ensures that we are socially responsible.



Statutory Signature

I, Katherine Loranger, 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:

A handwritten signature in blue ink that reads "Katherine Loranger". The signature is written in a cursive style with a large, stylized initial 'K'.

Date: 4 April 2023

Thank You