

HCL Gender Pay Gap Statement

From April 2017 all organisations that employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap shows the difference between the average (mean/median) earnings of men and women.

HCL Workforce Solutions is a leading provider of temporary and permanent health and social care professionals to the public and private sectors.

Working in partnership with clients we place more than 2,000 fully compliant professionals every week.

HCL is split across various sectors, for the purpose of the gender pay gap reporting we are focusing on Doctors, Healthcare, Nursing and Social Care.

HCL's work force consists of more females than males which is typical of the Healthcare sector.

| Gender | Percentage |
|--------|------------|
| F | 56% |
| M | 44% |

Gender Pay Reporting

The following results, in line with mandatory requirements, have been calculated as of April 2018.

| | |
|-------------------|-------------------------|
| Median GPG | Median Bonus GPG |
| 41.4% | 0.00% |
| Mean GPG | Mean Bonus GPG |
| 36.1% | 0.00% |

| Quartile Bands | LOWER QUARTILE | LOWER MIDDLE QUARTILE | UPPER MIDDLE QUARTILE | UPPER QUARTILE |
|----------------|----------------|-----------------------|-----------------------|----------------|
| F | 60.8% | 75.3% | 63.2% | 25.7% |
| M | 39.2% | 24.7% | 36.8% | 74.3% |

In regards to the proportions of males and females by pay quartile HCL reports a marked difference in the upper quartile, this is primarily due to the Doctors division being primarily made up of male candidates.

Objectives

Continue to encourage diversity and support in all areas of the business. The figures set out above have been calculated using the standard methodologies and used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Jamie Webb, Group CFO, HCL Workforce Solutions, confirm the information in this statement is accurate.

Signed:



Date: 28.03.2019