



## Gender Pay Gap Report 2022/23

As an employer with more than 250 employees, Champion Contract Services Limited are required to annually publish our gender pay data and report on results under the Equality Act 2010 (Gender Pay Information) Regulations 2017.

The purpose of Gender Pay Reporting is to understand, and make public the difference between the average earnings of men and women.

Mean Women's Pay Gap	3.31% Higher	
Median Women's Pay Gap	1.32% Higher	
Pay Quartiles	<b>Men</b>	<b>Women</b>
Upper Quartile	81%	19%
Upper Middle Quartile	82%	18%
Lower Middle Quartile	79%	21%
Lower Quartile	90%	10%
Total Split	84%	16%
Bonus	£0	£0

### Written Statement

Champion Contract Services Limited employs thousands of UK contractors across many different industry sectors. Our employees source the majority of their assignments via recruitment agencies and often directly negotiate contract rates with the agency.

As a business, we do not discriminate in any way when taking on new employees or establishing their respective pay rates.

Rates of pay can vary significantly as they are dependent on the industry sectors and the roles that the employees engage in.

Champion Contract Services Limited confirm that the figures listed in our report are accurate and have been calculated in accordance with Gender Pay Gap Reporting requirements, as outlined in the legislation and accompanying guidance.

