

Our policy on equal pay and the gender pay gap

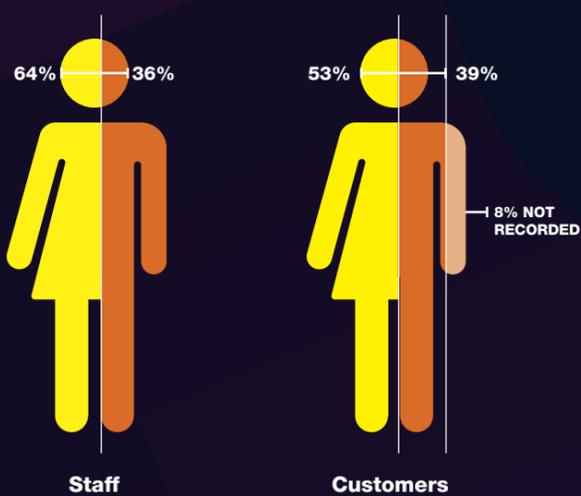
Here at **Halo** we're passionate about fairness, equality and inclusion and we welcome the new law asking employers to publish their gender pay gap results. The first thing you need to know is.....

In Halo, men and women are **ALWAYS** paid the same rate of pay when in the same job.

What is the gender pay gap?

It shows the difference in the average pay between all men and women.

Gender make-up at Halo



Our workforce is made up of a slightly higher proportion of females than our customer base.

How do we compare?

For the leisure sector, the gender pay gap in 2021 for sport and leisure roles showed that on average women are paid 1.1% higher than men.

The average gender pay gap for all posts was 15.4 % in 2021¹ which was an increase from 2020 but a reduction from 2019 of 17.4%.

What does our gender pay gap look like?

Total Halo workforce including casual staff



The average female hourly rate is 5% higher than men, an improvement of 4% from 2021. The trend is consistent with the rest of the sector, our workforce profile has a larger number of female workers.

Why the gender pay gap?

Many casual jobs are instructor based and attract a higher hourly rate. These flexible working arrangements attract more women than men.

Contracted workforce (excluding casual staff)



The average hourly rate for females is 1% higher than males.

This is consistent with the sector average of 1.1 % gender pay gap, with females earning slightly more on average than male counterparts.

Gender balance matters...

We will continue to strive for:

1. In management roles a 50/50 gender balance
2. Adjusting contract types and role structures to attract and retain more male workers to more closely reflect our customer profile.

Scott Rolfe, Halo CEO / June 2022