

Salutem LD Topco Ltd & Salutem LD Topco II Ltd

PATHWAYS CARE GROUP LTD

GENDER PAY GAP REPORT 2020

Introduction

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 requires all organisations with 250 employees or more to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a standard time period regardless of their role or their seniority. The snapshot date for this report is 5 April 2020

We are required to report on

- percentage of men and women in each hourly pay quarter.
- mean (average) gender pay gap using hourly pay.
- median gender pay gap using hourly pay.
- percentage of men and women receiving bonus pay.
- mean (average) gender pay gap using bonus pay.
- median gender pay gap using bonus pay.

Analysis

Percentage of men and women in each hourly pay quarter

| Quartile | Classification | Female % | Male % |
|------------|---------------------------------|----------|--------|
| Quartile 1 | Upper hourly pay quarter | 80.5% | 19.5% |
| Quartile 2 | Upper Middle hourly pay quarter | 71.2% | 28.8% |
| Quartile 3 | Lower middle hourly pay quarter | 82.1% | 17.9% |
| Quartile 4 | Lower hourly pay quarter | 78.0% | 22.0% |

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Mean (average) gender pay gap using hourly pay

| | Mean Gender Pay Gap |
|------------------|----------------------------|
| Mean Average Pay | 2.5% |

Median gender pay gap using hourly pay

| | Median Gender Pay Gap |
|-------------------|------------------------------|
| Median Hourly Pay | 0.0% |

Percentage of men and women receiving bonus pay

| | Female % | Male % |
|-----------|-----------------|---------------|
| Bonus Pay | 2.3% | 2.3% |

Mean (average) gender pay gap using bonus pay

| | Mean Gender Pay Gap |
|------------------|----------------------------|
| Mean Average Pay | 7.15% |

Median gender pay gap using bonus pay

| | Median Gender Pay Gap |
|------------------|------------------------------|
| Median Bonus Pay | 60.0% |

We can confirm the accuracy of this information.

Summary

We confirm that we are conscious and mindful of fair pay and to comparing pay levels across all group companies and levels. As we are predominantly one gender over another differences in gender pay can easily arise due to the size of the organization. It would only take a relatively small change in our workforce male/female on the snapshot date to have a significant impact on our data.

We understand that individuals have a choice regarding their career pathways and the industry into which they enter. We continue to support equal pay and will address any gender pay gaps by undertaking the following:

- We encourage applications from all into all our roles, regardless of gender and we encourage career development across all levels and genders.
- We do not have any gender bias in our recruitment processes or materials
- We ensure all development opportunities both internally and externally are open to all regardless of gender
- Review all our policies that support childcare and other caring responsibilities to ensure that the support available is equal across all genders.

We are committed to creating balance across our organization and pay distribution and will continually review our gender pay gap to address any imbalance.



Paul Lawes
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Kirstie Jones
People Director, Salutem LD Topco Ltd & Salutem LD Topco II Ltd