

## **Gender Pay reporting 2022 - 2023**

### **General information**

Primacy Healthcare 21 Gender Pay Reporting 1<sup>st</sup> July 2022 to 30<sup>th</sup> June 2023

256 employees, 95 females & 161 males as of 30<sup>th</sup> June 2023 (snapshot date).

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7 (1) the difference between the mean hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender expressed as a percentage of the mean hourly remuneration of relevant employees of the male gender

Hourly remuneration Mean % difference: 6%

8 (1) the difference between the median hourly remuneration of relevant employees of the male gender and that of relevant employees of the female gender expressed as a percentage of the median hourly remuneration of relevant employees of the male gender

Hourly remuneration Median % difference: 9%

9 (1a) the difference between the mean bonus remuneration of relevant employees of the male gender and that of relevant employees of the female gender, expressed as a percentage of the mean bonus remuneration of relevant employees of the male gender

Bonus mean % difference: 3%

9 (1b) the difference between the median bonus remuneration of relevant employees of the male gender and that of relevant employees of the female gender, expressed as a percentage of the median bonus remuneration of relevant employees of the male gender

Bonus median % difference: 0%

9 (1c) the percentage of all relevant employees of the male gender who were paid bonus remuneration and the percentage of all relevant employees of the female gender who were paid such remuneration

F: 87%

M: 87%

9 (1d) the percentage of all relevant employees of the male gender who received benefits in kind and the percentage of all relevant employees of the female gender who received such benefits.

F: 20%

M: 25%

10. (1) The information which is required to be published or made available under Regulation 6(1)(a)(iv) is the respective percentages of all relevant employees who fall within - (a) the lower remuneration quartile pay band, (b) the lower middle remuneration quartile pay band, (c) the upper middle remuneration quartile pay band, and (d) the upper remuneration quartile pay band"

hourly pay by quartile	F	M
lower quartile	42%	58%
lower middle quartile	41%	59%
upper middle quartile	33%	67%
upper quartile	33%	67%

### Healthcare 21 commentary

At Healthcare 21, the Gender Pay Gap is 6%. This has changed from -3% in 2021/2022 due to a key factor, that of the resignation of our female CEO and female Head of HR, both of which roles were replaced in the UK.

The male median and mean BIK rates increased slightly in 2022/2023 due to the promotion of four males to Executive Leadership positions and one female.

### How Healthcare 21 moves to improve gender pay differences

Healthcare 21 has fair pay structures that clearly define how salaries are determined, taking into account factors such as skills, experience, and responsibilities while eliminating gender biases.

Healthcare 21 ensures that starting salaries are based on the candidate's qualifications and experience rather than influenced by gender. Establishing equality from the beginning can prevent long-term pay disparities.

Healthcare 21 creates pathways for career progression that are equally accessible to all employees.

Healthcare 21 invests in Diversity and Inclusion training that focus on diversity, inclusion, and unconscious bias. The Company is focused on educating employees and leadership on the impact of bias on decision-making processes, including those related to compensation.

Healthcare 21 has created a supportive work environment that values work-life balance. This can contribute to employee satisfaction and retention, benefitting both men and women in the workforce.

Healthcare 21 periodically review and update HR policies to ensure they align with the Company's commitment to gender pay equity. This includes policies related to hiring, promotion, and compensation. In 2023 the Company completed a full review of all such policies.