

Gender Pay reporting 2023 - 2024

General information

Primacy Healthcare 21 Gender Pay Reporting 1st July 2023 to 30th June 2024

265 employees, 99 females & 166 males as of 30th June 2024 (snapshot date).

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: 9%

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: 15%

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: 11%

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: 90%

M: 93%

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: 22%

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	35%	65%
upper quartile	31%	69%

Healthcare 21 commentary

At Healthcare 21, the Gender Pay Gap is 9%. This has increased from -3% in 2022/2023 as a result of the resignation of our female COO. This role was replaced after the above snapshot period by another female leader, and this is a key factor in the increase this year.

The difference between the mean & median bonus remuneration of relevant employees of the male gender and that of relevant employees of the female gender, expressed as a percentage has increased due to a number of male new joiners to our Sales team within the business and the resignation of our female COO. Also, the decentralisation of the Healthcare 21 Group led to internal changes within the senior management structure and led to increases in bonus entitlement. However, the percentage increase of females receiving a bonus within the snapshot period increased by 3%.

The male median and mean BIK rates decreased slightly in 2023/2024. The female median and mean BIK remained the static with the snapshot period.

How Healthcare 21 moves to improve gender pay differences

Healthcare 21 has fair pay structures that clearly define how salaries are determined, including 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 and H1 2024, the Company completed a full review of all such policies. Healthcare 21 launched our Fertility Support Programme in H1 of 2024. This programme is aimed to support and encourage women to progress within the organisation. Furthermore, the Irish Management Team was established H1 of 2024, the Irish Management Team is currently 57% female led.