



2020 Gender Pay Gap Report.

All of this data refers to Healthcare at Home Ltd.

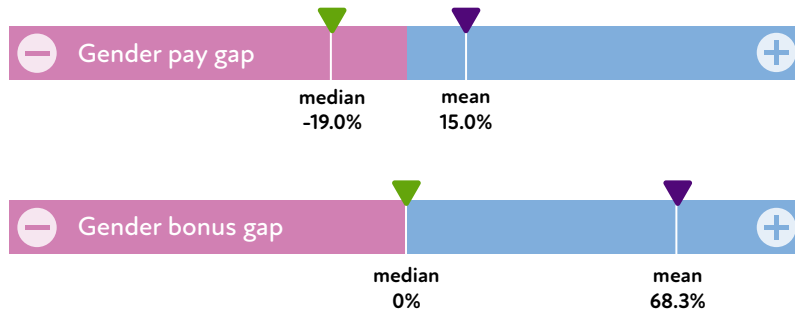
What is gender pay reporting?

The gender pay gap measures the difference between the average pay of all men and women in a company. From April 2018, any company with more than 250 employees is required to publish their gender pay information.

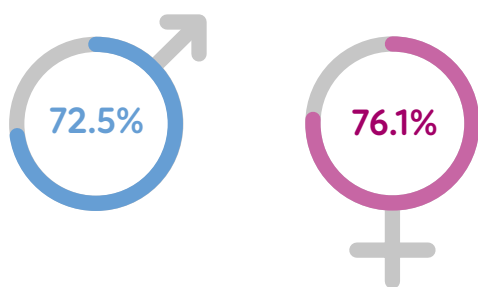
Often the gender pay gap is confused with unequal pay. Unequal pay is when one gender is paid less than the other for the same work, unlike the gender pay gap, which measures the difference in earnings at the company level, which is calculated by comparing the pay of employees on a case by case basis.

What is the gender pay gap at Sciensus?

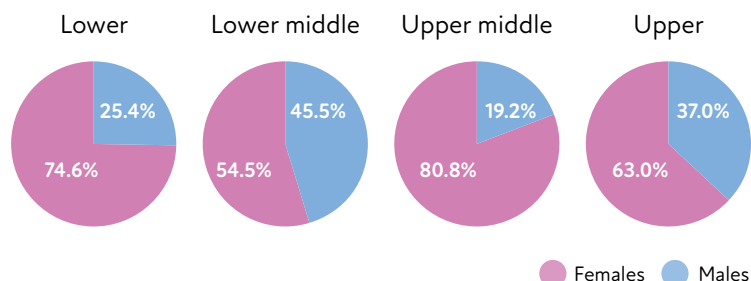
Difference between men and women



The proportion of employees in Sciensus receiving a bonus is:



Proportion of males and females per earnings quartile:



Supporting Information

As our workforce is **68.2%** female, this means that a small number of high paid males skew the males mean average pay. The equivalent number of females would not be sufficient to proportionally adjust the gap downwards.

The median average removes the distortion of very large or very small pay rate and bonuses and shows a typical situation.

A higher proportion of our women work in part time roles. While this bears no impact on women's hourly basic pay, this may impact other elements of the gender pay calculation.

Over **40%** of females are eligible for a company car or car allowance, compared with less than a quarter of males, however, where eligible, **66%** of eligible females choose a company car, compared with **47%** of males. Car allowance is included in the gender pay calculation, however company car value is not.

What is Sciensus doing to address its gender pay gap?

Sciensus continues to support all colleagues in their development and maintains a fair and equitable approach to pay and benefits, regardless of gender.

All leaders across the organisation were invited to attend our bespoke four module leadership development programme, designed to enhance capability across their line management portfolio. In addition we also enhanced the capability across our top 30 with a dedicated programme of development, including external benchmark, to identify strengths and areas for development, designed to enhance the leadership performance across the business.

While a lot of the difference in where our men and women work comes down to their different career choices, we care about building an environment where all employees have access to the same opportunities. We'll continue our work towards this in three areas:

- 1. Recruitment:** We continue to offer internal applicants opportunities to progress their careers with internal recruitment campaigns
- 2. Development opportunities** – develop the capabilities of all employees to further progress and enable promotion from within and to continue a leadership development programme for leaders at all levels
- 3. Career Opportunities:** We always consider more flexible working requests and opportunities to help people to enhance and progress their careers with Healthcare at Home / Sciensus

Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements:

Jackie Reeves
Human Resources Director

