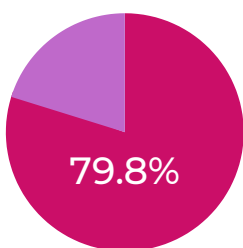


Agincare UK Ltd Gender Pay Gap Report 2020 - 2021

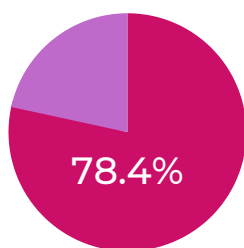
Employers must set out the six key metrics that are necessary under the rules on gender pay gap reports. These are:

- the difference in the mean pay of full-pay men and women, expressed as a percentage; **0.8% higher for men, due to the inclusion of our male Director.**
- the difference in the median pay of full-pay men and women, expressed as a percentage; **0% - equal between genders.**
- the difference in mean bonus pay of men and women, expressed as a percentage; **61.5% higher than women, due to the inclusion of our male Director.**
- the difference in median bonus pay of men and women, expressed as a percentage; **33.3% less for women than for men.**
- the proportion of men and women who received bonus pay; **11.5% of women, and 5% of men.**
- the proportion of full-pay men and women in each of four quartile pay bands:

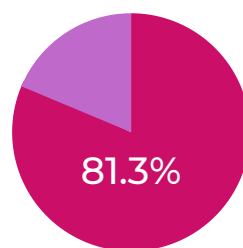
Women in each pay quartile



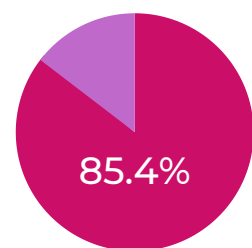
Top quartile
(highest paid)



Upper middle
quartile



Lower middle
quartile



Lower quartile
(lowest paid)

Our figures have been reached using the mechanisms that are set out in the gender pay gap reporting legislation