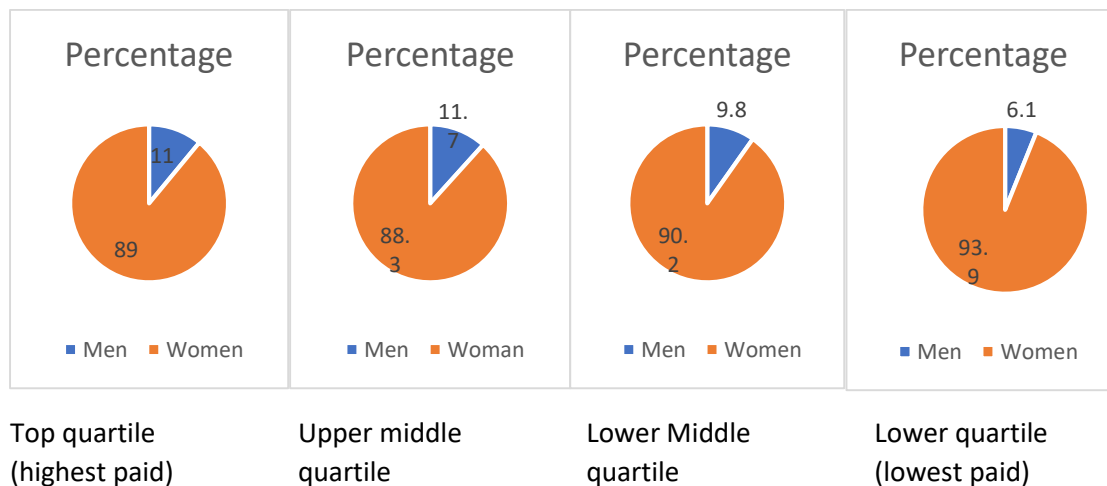


Agincare Uk Ltd Gender Pay Gap Report 2021-22

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 woman, expressed as a percentage; 7% higher for men, due to the inclusion of our male Director.
- The difference in the median pay of full-pay men and woman, expressed as a percentage 1%
- The difference in mean bonus pay of men and woman, expresses as a percentage; 65.3% higher than women, due to the inclusion of our male Director.
- The difference in median bonus pay of men and woman, expressed as a percentage; 56.2% less for woman than for men
- The proportion of men and women who received bonus pay; 29% of woman and 29% of men.
- The proportion of full-pay men and women in each of the four quartile pay bands:

Woman in each pay quartile



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