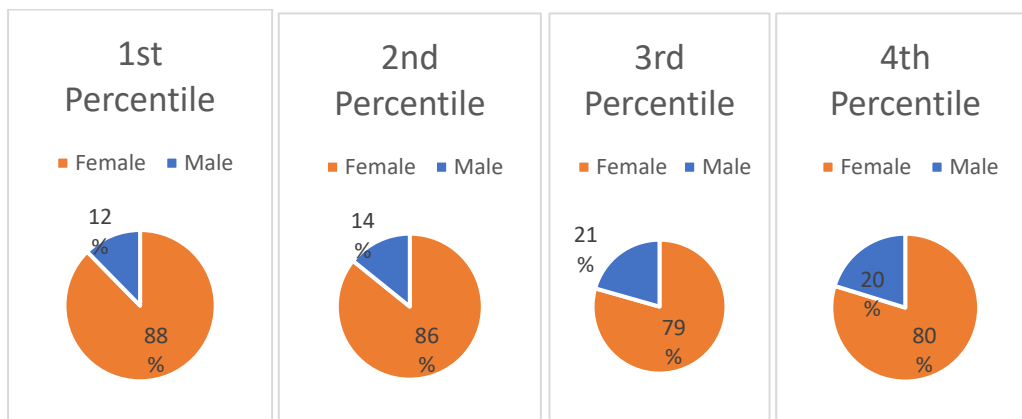


Agincare UK Limited Gender Pay Gap Report 2023

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; 5% higher for men, this is an increase of 1% on last year's report.
- The difference in the median pay of full pay men and women, expressed as a percentage; 1%
- The difference in mean bonus pay of men and women, expressed as a percentage; 27% higher than women.
- The difference in median bonus pay of men and women, expressed as a percentage; 12% higher for women than for men.
- The proportion of men and women who received bonus pay; 7% of men and 39% of women.
- The proportion of full-pay men and women in each of the four quartiles pay bands



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