

Gender Pay Gap Reporting 2021

EXECUTIVE SUMMARY

EGL Homecare is a progressive employer that believes equality is one of the key pillars of a successful business. We have prepared our report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the results of which are as follows:

A Mean gender pay gap of 12.13%.

A Median gender pay gap of 3.50%.

A Mean bonus gender pay gap of 0%.

A Median bonus gender pay gap of 0%.

A bonus payment was received by 0% of males and 0% of females.

Below are the quartile figures showing the proportion of each gender in each quartile pay band.

| <u>Quartile:</u> | <u>Male</u> | <u>Female</u> |
|-----------------------|-------------|---------------|
| Lower Quartile | 41.07% | 58.93% |
| Lower Middle Quartile | 78.57% | 21.43% |
| Upper Middle Quartile | 82.14% | 17.86% |
| Upper Quartile | 70.91% | 29.09% |

DECLARATION

I hereby confirm that the information provided in this report is accurate.



Jason Lewis

Finance manager

21st December 2021