

Gender Pay Gap Reporting 2024

Our commitment

At EGL Homecare, we are committed to creating a fair, supportive, and inclusive work environment. We understand the importance of addressing gender pay disparity and are equally dedicated to supporting women's health and wellbeing, including those experiencing menopause.

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 5.01%.

A Median gender pay gap of 11.32%.

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	53.06%	46.94%
Lower Middle Quartile	71.43%	28.57%
Upper Middle Quartile	73.47%	26.53%
Upper Quartile	75.51%	24.49%

Gender Pay Action Plan for EGL Homecare 2024

Objective: We will commit to promoting an inclusive, supportive work environment that prioritises employee health, wellbeing, and equal opportunities for career advancement. We will ensure fair pay for all employees, regardless of gender.

Actions:

1. Implement Fair Recruitment Practices

Our recruitment process will be reviewed to ensure that we are attracting diverse candidates for both entry-level and skilled roles. We will ensure job postings use gender-neutral language and that all applicants are given equal consideration, regardless of gender.

Ongoing: Ensure that hiring practices are inclusive.

2. Promote Women's Health and Wellbeing – Signing the Menopause Pledge

As part of our commitment to supporting women's health in the workplace, we will sign the **Menopause Pledge**, demonstrating our commitment to creating an environment where women experiencing menopause can thrive. This includes ensuring that we provide appropriate support, understanding, and flexibility for employees experiencing menopause symptoms.

Action: Sign the pledge in 2024/2025 and communicate this to employees.

3. Inclusive Workplace Culture

We will foster an inclusive company culture where all employees feel valued and respected. We will implement and roll out anti-discrimination and harassment training for all employees to complete and capture this in the onboarding process as well.

Action: Create and roll out anti-discrimination and harassment training to all employees and include this as part of new starter onboarding.

DECLARATION

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



Terry Dearlove

Managing Director



Stuart Walters

Commercial Director



Martin Sexton

Operations Director