

HealthNet Homecare

Gender Pay Report 2023



Gender Pay What is gender pay reporting?

The gender pay gap measures the difference between the average pay of all males and females in a company. From April 2018, any company with more than 250 employees is required to publish their gender pay information.

Gender Pay Reporting is a global issue about the progression of women, i.e. that there are more men in senior roles and more women in junior roles.

HealthNet is committed to complying with equal pay legislation.

There are many reasons for gender pay gaps in an organisation and as a business we will work towards closing our gender pay gap each year.

HealthNet Homecare is one of the largest Clinical Homecare providers in the UK, delivering specialist treatments to over 160,000 patients across numerous different therapy areas by our dedicated teams across the UK. We provide a service which dispenses and delivers medication services from our Derbyshire and Yorkshire locations to patients across the UK.

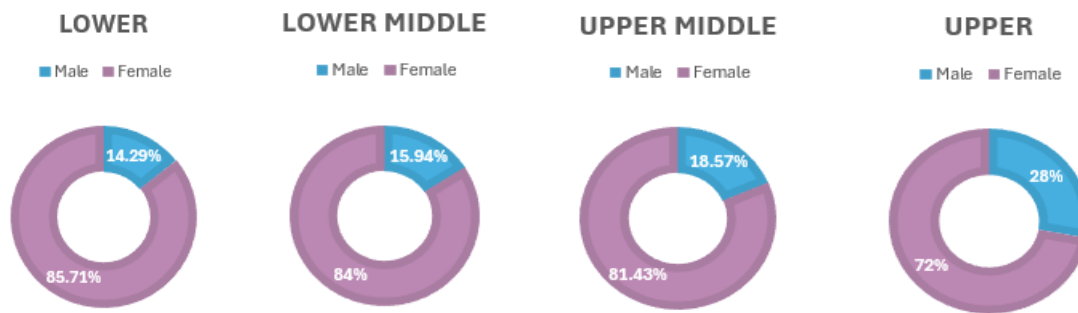
This is the first year the company has met the Gender Pay criteria for reporting purposes.

Our Workforce Data

At the data snapshot date, April 2023 our headcount was;



Pay Quartiles (proportion of males and females in each hourly pay quartile)



Understanding our Gender Pay Gap

Mean 32%

The mean pay gap is the difference in the average hourly pay between men and women. The average hourly rate of pay is calculated by adding up all the hourly pay of every female and dividing it by the total number of female employees. The same is done for the males.

Median 26%

The median pay gap is the difference between the midpoints of hourly pay of all men and women. The easiest way to picture how this is calculated is to imagine all our female employees standing next to each other in one line in order of lowest hourly pay to highest and imagine the picture with our male employees. The median gender pay gap is the difference in pay between the middle of each of those lines.

At HealthNet we have a higher female population, however, our overall gender pay gaps figures are affected by the number of male employees in senior positions and in the higher pay quartile.

Understanding our Bonus Pay Gap



51%

Males received a bonus



57%

Females received a bonus

Mean Average Bonus Pay 55%

Median Average Pay 20%

Our workforce has a higher number of female employees, the data represents the number of males and females to reflect this. However, due to the number of male

seniority roles, this creates a higher percentage of bonus pay being received by male employees.

Our Commitment

At HealthNet we are committed to ensuring equality, diversity and inclusion across our workforce. Our commitment actions are to ensure we continue diversity recruitment and continue to develop our workforce, ensuring there is opportunity for everyone to achieve their potential and beyond.

Our road map for 2024 is focused on ensuring we take a diverse approach to our training and development and deliver programmes.

We will be developing leadership and management programmes and continue to enhance our employees' skills to support the delivery of our business strategy, continuing to support our patients and have a positive impact on their lives.

In addition to this we will continue to support the wellbeing of our workforce through the development of our culture and engagement initiatives and continuing to develop and increase our offering to our people through our people policies.

We confirm that HealthNet Homecare (UK) Ltd.'s gender pay gap calculations are accurate and meet the requirements of the regulations.

Zilla Mayne *MCIPD*

Human Resources Director