

WHAT IS GENDER PAY GAP?

The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

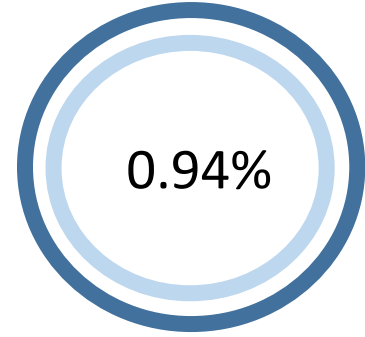
- *Acas – Managing gender pay reporting, Dec 2016*

The figures below show our gender pay gap as the percentage difference in both our median and mean pay.

Mean Gender Pay Gap



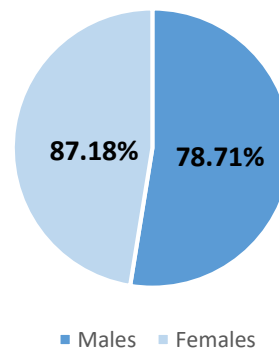
Median Gender Pay Gap



Bonus pay gap

Bonus Pay Gap	The Difference
Mean Bonus Pay	-6.19%
Median Bonus Pay	0%

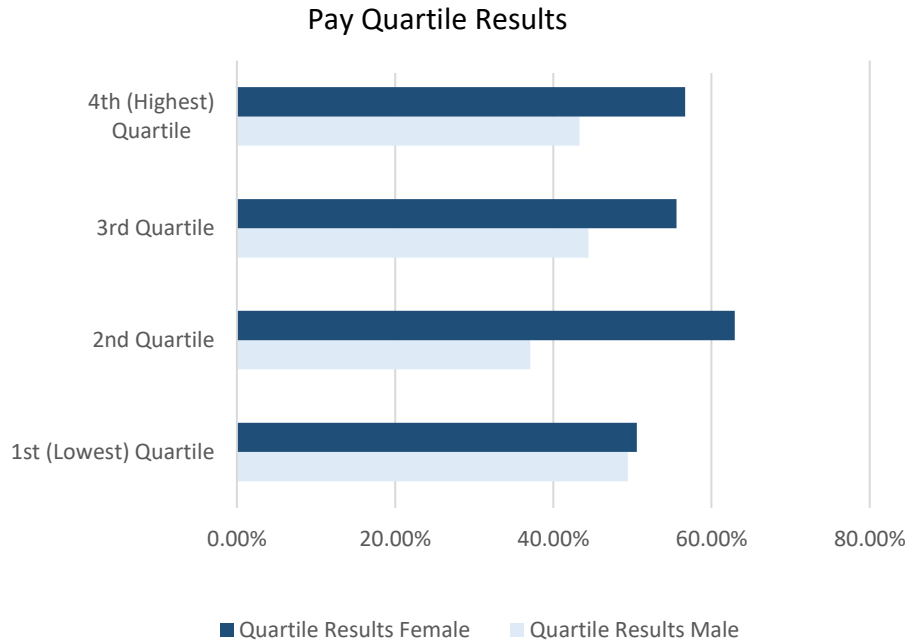
Percentage of employees who received a bonus



Pay Quartiles

The figures show the gender balance within each of Comfort Care Services pay quartiles.

The pay quartile analysis shows that there is a higher representation of female employees (56.67%) than male employees (43.33%) in the highest paid quartile (4th quartile); which reflects the higher number of female senior managers. Additionally, the lower pay quartile shows a similar representations of female (50.56%) and males (49.44%) employees in operational roles.



In conclusion, the gender pay gap analysis shows that Comfort Care Services' policy to remunerate employees according to their skills, performance and capabilities is borne out in practice. Comfort Care Services is dedicated to providing equal employment prospects and remuneration for all employees and job applicants and its policies and procedures are regularly reviewed to make sure that they operate within this equal opportunities framework.