

Gender Pay Gap

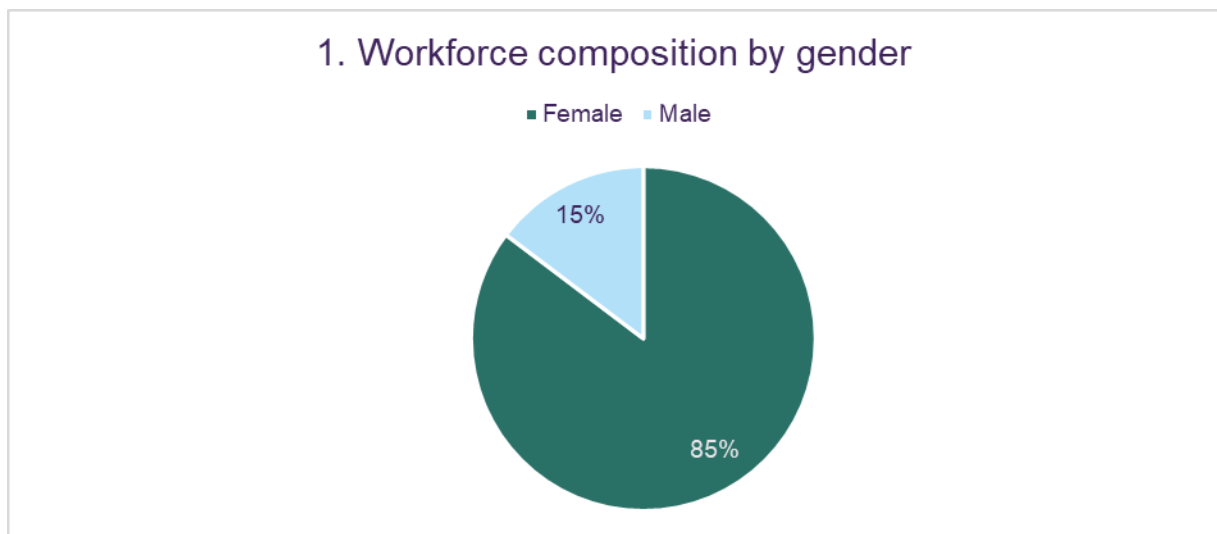
2025 reporting for Advo Health Limited

Overview

We are a progressive organisation and are committed to promoting a fair and inclusive workplace. As a company with over 250 employees, it is our pleasure to report annually on our gender pay gap. This report pertains to the snapshot date 5 April 2025, with a pay period during the month of April.

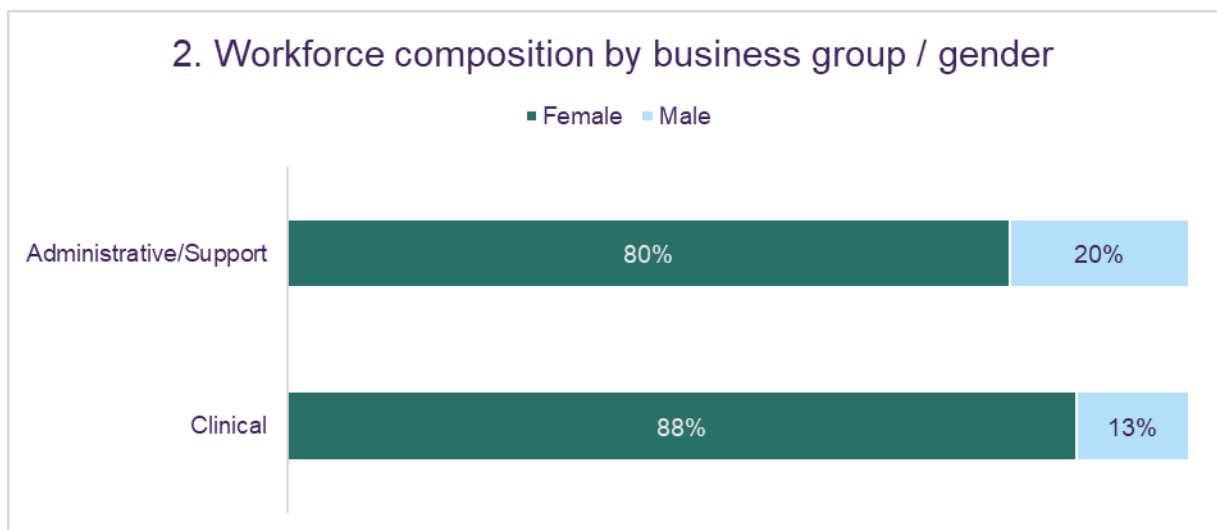
Business grouping

For the purposes of the Gender Pay Gap, relevant employees are categorised as male and female. In April 2025, our employees identified as 85% female and 15% male (chart 1).



Our workforce is comprised of two main groups: Administrative/Support and Clinical.

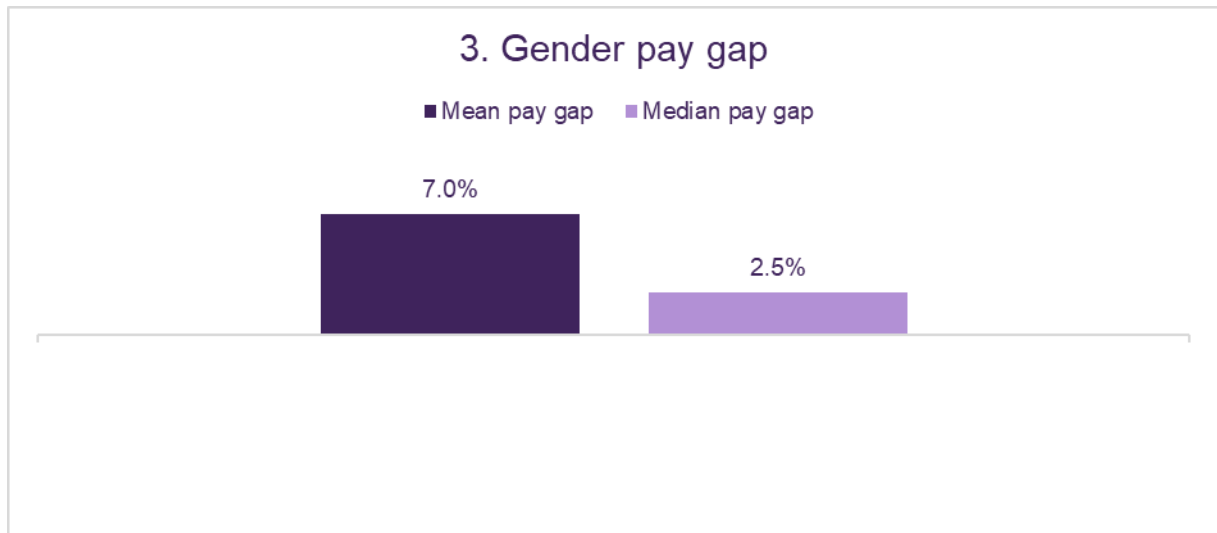
In April 2025, our employees' gender within Administrative/Support was 80%:20% and within Clinical was 88%:13%, respectively female to male (chart 2).



Gap reporting for Advo Health Limited

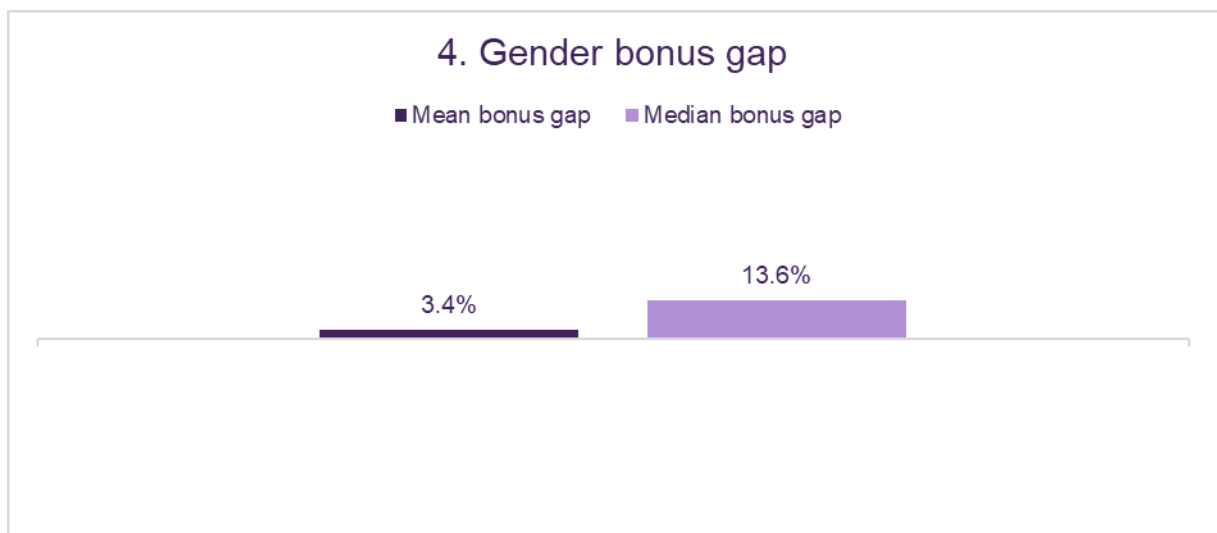
Gender pay gap has calculated the percentage difference in hourly pay among full pay relevant employees in the month of April 2025.

The gap in average (mean) hourly pay between employees identifying as female and male is 7%.
The gap in median hourly pay between employees identifying as female and male is 2.5% (chart 3).



Gender bonus gap has calculated the percentage difference in bonus pay among relevant employees in the 12-month period prior to 5 April 2025.

The gap in average (mean) bonus pay between employees identifying as female and male is 3.4%.
The gap in median bonus pay between employees identifying as female and male is 13.6% (chart 4).



Positive and negative gap percentages

A positive percentage shows that women have lower pay or bonuses than men.

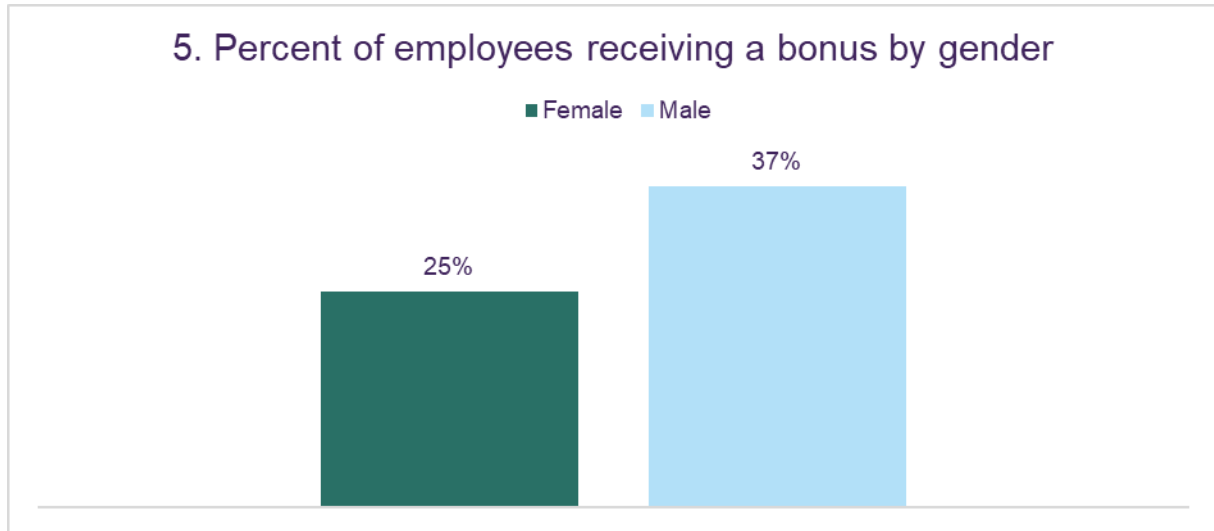
A negative percentage shows that men have lower pay or bonuses than women.

A zero percentage shows that there is equal pay or bonuses between men and women.

Bonus pay distribution by gender

Bonus pay distribution determines what percentage of relevant employees receive bonus pay in 12 months to 5 April 2025.

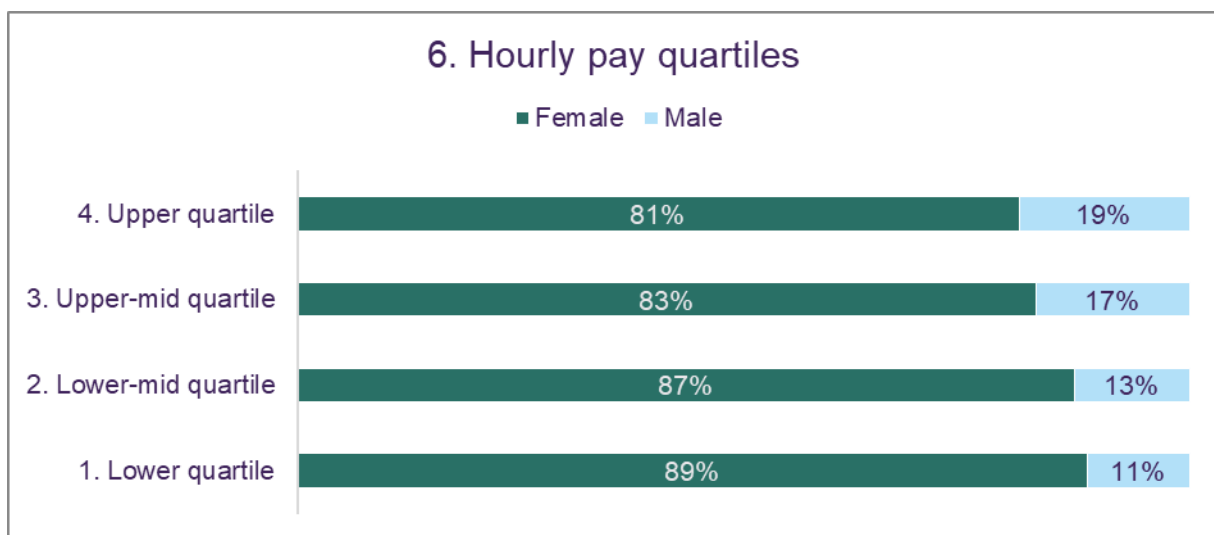
Analysis observed that 25% of employees who identified as female received a bonus, compared to 37% of employees who identified as male (chart 5).



Hourly pay quartile distribution

The hourly pay of full pay relevant employees has been grouped into four equal quartiles, in order of hourly pay from lowest to highest.

In April 2025, the lower quartile gender makeup was 89%:11%, the lower-mid was 87%:13%, the upper-mid was 83%:17%, and the upper quartile was 81%:19%, respectively female to male (chart 6).



Definitions

- Relevant employees - Relevant employees are all employees employed on the snapshot date.
- Full pay relevant employees - Full-pay relevant employees are all employees employed on the snapshot date who received their usual basic pay.

Observations

- Women's median hourly pay was 2.5% lower than men's- this means they earned 97p for every £1 that men earned when comparing median hourly pay.
- Women's mean (average) hourly pay was 7% lower than men's.
- Women's median bonus pay was 13.6% lower than men's- this means they earned 86p for every £1 that men earned when comparing median bonus pay.
- Women's mean (average) bonus pay was 3.4% lower than men's.
- 25% of women and 37% of men received bonus pay.

Our commitment to gender equality

We promote on merit and are firmly committed to equality and fairness of pay across our diverse roles. We are always looking for ways to improve and this includes a range of initiatives, for example:

- All staff are assigned to a pay grade, which ensures fairness of pay across comparable roles. We have also rolled out standardised interview forms including set questions and a scoring matrix, to ensure internal and external recruitment is fair and consistent.
- Staff in Advo Health have specific banding structures in place to enable them to progress to senior roles, with objective promotion criteria in place to ensure consistency.
- We hold regular engagement events and run an annual staff survey, to listen to the views of colleagues on a range of matters including equality and diversity. This also enables us to track our progress and the impact of the steps we are taking.
- We have a family friendly culture, and initiatives are in place to support employees returning to practice, including our Flexible working policy.

Declaration

I confirm that the calculations featured in this report are accurate.

Ian Thistlewood
Chief Executive Officer