

Gender Pay Gap Report

2022/23



Introduction

In the last few years, there have been many global issues that have had a huge impact on societies. Two of the largest are the ongoing conflict in Ukraine and the Covid-19 pandemic. They have collectively had a direct and indirect influence on economies, social behaviours, and mental health.

Why is this important? The stress placed on people, and therefore on employees, can have significant consequences in how they view the world, such as their lives, work, and their whole selves. The changes in this more holistic and realistic view from employees have resulted in them putting their well-being front and centre in terms of importance.

At Hallo Healthcare Group, we recognise the importance of the whole self and how we, as an organisation, need to create an inclusive environment that benefits everyone and contributes to a more innovative and successful organisation.

We understand that organisations that actively work towards pay equality foster a more inclusive and thriving workplace. To help us create an environment where colleagues feel supported as their whole selves, we have actively been working over the last 12 months on improving the following areas:

- Flexible work arrangements
- Inclusive benefits and policies
- Diverse hiring and promotion practices
- Transparency
- Coaching, mentorship, and support
- Well-being

The results of these initiatives must be viewed over the longer term and not in the short term.

While the gap between males and females is closing in AAH, continuous business changes and alignment may be part of those factors.

Addressing the gender pay gap is not only a legal requirement but also a reflection of our collective commitment to fairness and a moral imperative



Breaking down our reporting



The 2023 Hallo Healthcare Group Gender Pay Gap Report

This report provides figures from each of our registered companies that employ over 250 people at the reporting date:

- AAH Pharmaceuticals Limited
- LloydsPharmacy Clinical Homecare Limited

In each section, we have presented the gender pay gap and gender bonus gap for each company, along with the proportion of females in each quartile.

It is important to note that government guidelines on reporting require us to segment the population by men and women, we recognise that this is reductive, and that gender identity is each person's internal and individual experience of gender and that some colleagues may identify differently.

The 2022 median national average gender pay gap is 14.3% for all employees~

Understanding the calculations

Equal pay vs. gender pay gap

It is important to note that 'gender pay' does not mean 'equal pay'.

Equal pay is defined as men and women being paid the same base salary for doing equal work. Equal pay legislation in the UK relates to an employee's role, making it unlawful for an employer to pay individuals differently for performing the same or similar work, or work of equal value.

What is the gender pay gap?

The gender pay gap is the difference between the average hourly pay for men and women across an organisation. This figure is shown as a percentage of men's earnings. In effect, it's a high-level snapshot of the gender pay balance in the organisation. The report is based on the Government's methodology for calculating difference in pay between female and male employees, considering full pay relevant employees.

What is the difference between the mean and median?

The mean pay gap is the difference between the average hourly earnings of men and women at an organisation. To find the mean all the salaries are added up and divided by the number of salaries in the range.

The median pay gap is the difference between the mid points in the ranges of hourly earnings between men and women at an organisation. To find the Median, the salaries are placed in ascending value order and the middle is found.

What are pay quartiles and how are they calculated?

The quartile pay gap is the proportion of females and males in each quartile pay band, based on the gross hourly rate of pay for each relevant full-paid male or female employee.

They are calculated by dividing all hourly rates paid across the business, from lowest to highest, into four equal sized groups of colleagues and calculating the percentage of males and females in each.

How is the bonus gap calculated?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, the bonus pay gap calculation is based on actual bonus paid to colleagues rather than full-time equivalent.

Our results for AAH Pharmaceuticals Ltd



Summary:

- The number of females in the upper quartile has increase by 5.7%, representation in the upper middle has decreased slightly by 1.8%. This shows that recruitment into higher level roles has been female dominant.
- The number of women in the lower and lower middle quartiles continues to decrease resulting in more male representation.
- The median and mean pay gap decrease highlights the positive impact our recruitment is having on closing the gap.

<p>Our People</p> <p>18.2%</p> <p>Of all female employees 18.2% received a bonus</p> <p>19.5%</p> <p>Of all male employees 19.5% received a bonus</p>	<p>Gender Pay Gap</p> <p>2023 Median: 11.3% Mean: 14.4%</p> <p>2022 Median: 18.5% Mean: 17.1%</p> <p>Bonus Pay Gap</p> <p>2023 Median: 0.00% Mean: 87.1%</p> <p>2022 Median: 13.3% Mean: 29.9%</p> <p>Pay Quartiles</p> <p>Female Male</p> <p>Lower Quartile: 58.5% Female, 41.5% Male</p> <p>Lower Middle Quartile: 46.5% Female, 53.5% Male</p> <p>Upper Middle Quartile: 38.2% Female, 61.8% Male</p> <p>Upper Quartile: 23.5% Female, 76.5% Male</p>
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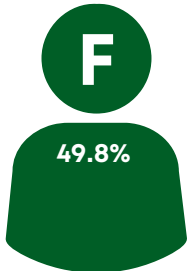
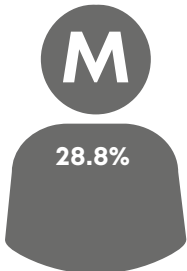
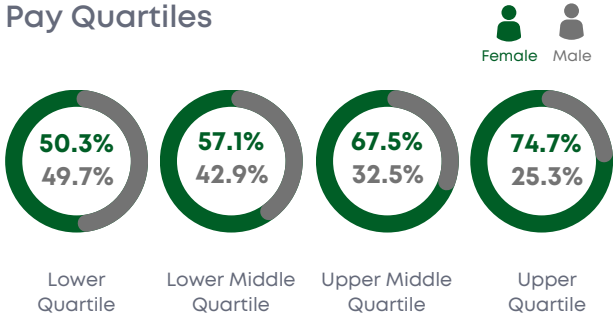
AAH
overall
headcount
2,975

Our results for LloydsPharmacy Clinical Homecare



Summary:

- A higher proportion of female colleagues received a bonus. The median and mean for the bonus were heavily in favour of females though the gap is closing.
- Female representation in all three of the top 3 quartiles has decreased slightly.

<p>Our People</p>  <p>Of all female employees 49.8% received a bonus</p>  <p>Of all male employees 28.8% received a bonus</p>	<p>Gender Pay Gap</p> <p>2023 Median: -21.7% Mean: -10.6%</p> <p>2022 Median: -30.5% Mean: -15.8%</p> <p>Bonus Pay Gap</p> <p>2023 Median: 0.00% Mean: 7.7%</p> <p>2022 Median: 47.0% Mean: 23.1%</p> <p>Pay Quartiles</p>  <p>Female Male</p> <p>Lower Quartile: 50.3% Female, 49.7% Male</p> <p>Lower Middle Quartile: 57.1% Female, 42.9% Male</p> <p>Upper Middle Quartile: 67.5% Female, 32.5% Male</p> <p>Upper Quartile: 74.7% Female, 25.3% Male</p>
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LloydsPharmacy
Clinical Homecare
overall
headcount
1,277

Closing the gender pay gap: Next steps

The more we analyse and investigate the gender pay gap the greater our understanding of the issue in the wider society and within our own business.

Understanding how the gap affects our roles internally is imperative to help us develop targeted solutions.

There is no easy fix, and we must continue to be flexible in our approach. Many solutions are required simultaneously and they are far reaching. They will help is in our aim to be an employer of choice ensuring that all groups from all backgrounds are treated fairly through recruitment, with the right development opportunities to help us attain a truly inclusive community culture.

As we continue on our business re-alignment we will ensure that we are able to draw from a wider pool of skills and talent and continue to nurture inclusive leaders.

