



ergéa

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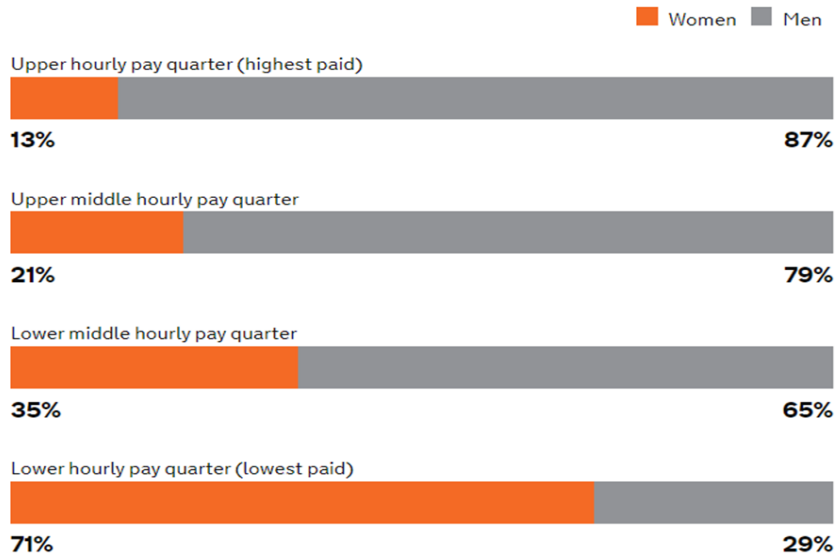
GENDER PAY GAP REPORT

APRIL 2021

ERGEA UK AND IRELAND LIMITED (Was Althea UK and Ireland Limited)

The percentage of women in each pay quarter

In this organisation, women occupy 13% of the highest paid jobs and 71% of the lowest paid jobs.



Hourly pay gap

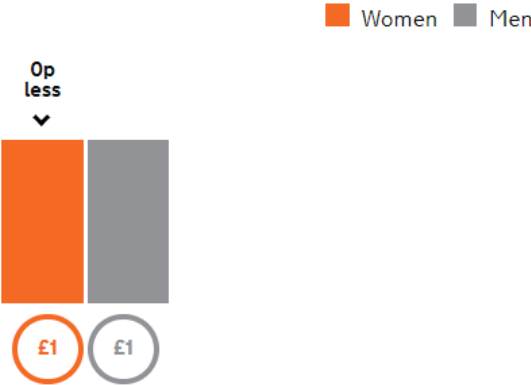
In this organisation, women earn 75p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 25% lower than men's.



When comparing mean (average) hourly pay, women's mean hourly pay is 25% lower than men's.

Bonus pay gap

In this organisation, women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's.



When comparing mean (average) bonus pay, women's mean bonus pay is 6% lower than men's.

Who received bonus pay

73% of women

63% of men

I confirm that the Gender Pay Gap information that has been reported for 2021/2022 is accurate.

David Rolfe

Chief Executive Officer,
Ergea UK and Ireland Limited (was Althea UK and Ireland Limited)