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GENDER PAY GAP REPORT

APRIL 2023

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

ERGEA UKI - GENDER PAY GAP REPORT – APRIL 2023

Employee funnel

On 5th April 2023 we had 367 employees; these relevant employees were used to measure the gender bonus gap using bonus data from the previous 12 months. In accordance with the legislation, only employees who received their full pay during the pay period that includes the 5th April 2023 are used to measure the gender pay gap and pay quarter data. This meant that five women and two men were excluded because they were taking reduced-pay leave.

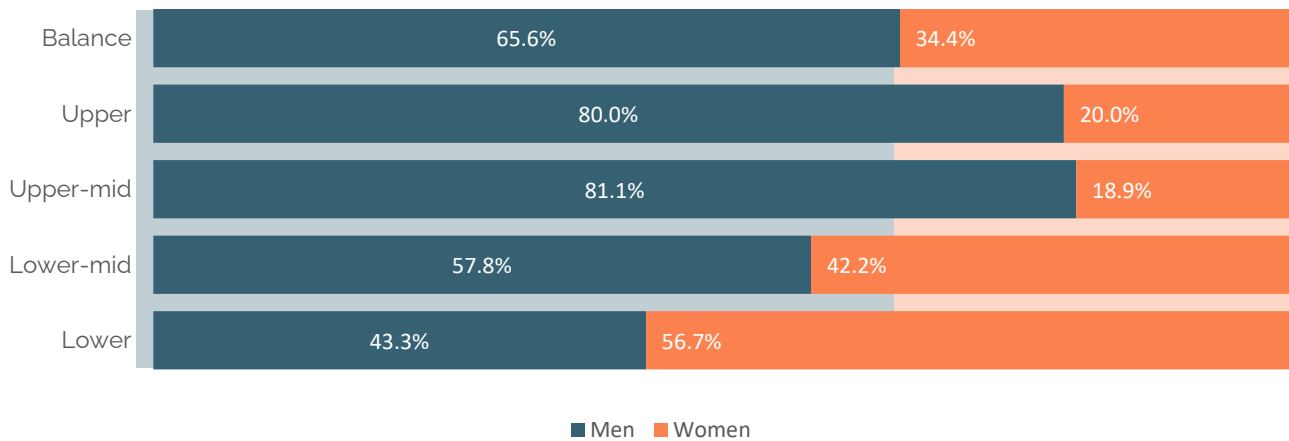
Of the remaining 360 full-pay relevant employees, 236 were men and 124 women giving a gender balance of 65/35. Overall, we grew by 15% with a slightly higher proportion of women compared to 2022.

Distribution of employees across our pay range

The chart below shows our gender balance followed by the gender distribution across the four quarters of the pay range (from highest to lowest pay).

The background shading shows our overall gender balance and allows us to see where we deviate from this balance in each quarter. We believe that any analysis should ultimately return to a discussion about the actual men and women that populate our pay range. Our year-on-year change is a combination of three factors – the people we lost before 2023, the people we gained after 2022 and the uplift of employees who have been in-scope in both years. We have checked our 2022-2023 in-scope employees and women have seen a slightly greater uplift in pay (this will be in no small part due to the fact that we have half as many women as men, so it takes less promotions and pay increases to affect the pay (mean especially). However, combating this encouraging picture is the story of our turnover between 2022 and 2023. Our leaver population contained a low number of high-earning and a high number of low-earning females, but our new 2023 joiners consisted of a large number of low-earning men and women. And while the introduction of low earning men suppressed their average pay (combined with the 2022-2023 story leading to a decrease in the mean pay gap), it didn't affect the middle man too much because it was only 8% of their population. Conversely, the addition of the same number of women represented 15% of their population and so it dragged down the middle woman more than the middle man leading to a bigger delta between the two – hence the slight increase in the median pay gap.

Our analysis shows us that to achieve gender balance throughout our pay range, 27 men and 27 women would have to swap across the median line (between the upper middle and lower middle pay quarters). This is 2% increase in the imbalance we saw last year. It is a direct result of the recruitment of a disproportionate number of low paid women into specific roles in our pay range.





Gender pay gap

This table shows the mean and median percentage differences between the adjusted hourly rates paid to each gender.

It is an aggregated, blunt tool and while the mean may tell us about the dominant gender of the highest paid employees, the median difference will fluctuate each time we measure our data because of the large gender imbalance.

Pay Gap	2023
Mean	22.5%
Median	28.5%

Gender bonus gap

This table shows the mean and median percentage differences between the bonuses paid to each gender in the preceding 12 months to the 5th April 2023.

Bonus Gap	2023
Mean	11.8%
Median	27.3%

Bonuses paid	2023
Men	80.7%
Women	83.7%

We recognise the challenges of addressing the gender pay gap within ergéa and are committed to making changes to address the imbalance of women within our organisation. This will be a long-term commitment as we continue to invest in our people and build a diverse workforce. This includes attracting and retaining women to work in all sectors and levels of the business.

Confirmation statement

I confirm that the data detailed above is accurate.

David Rolfe
CEO of Ergea UK and Ireland Limited.

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Analysis by

