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GENDER PAY GAP REPORT
April 2024

Gender Pay Report – April 2024

Employee overview as of 5th April 2024

- > The report was based on 424 employees
285 Male staff 139 Female Staff

Gender Balance

- > The gender distribution is 67.2% men and 32.8% women which does indicate a gender imbalance in the workforce.



Growth Metrics

The workforce grew by 15% during the year. There was a notable increase in the female staff members in the sales and radiotherapy teams in the upper and upper middle pay bands. We also recruited four female trainee engineers during the year who are expected to move up through the pay bands over the forthcoming years.

Understanding the Gender pay Gap

The gender pay gap is calculated using two metrics: the mean and the median.

- > **Mean Pay Gap (20.5%)**
This figure indicates that the average woman earned 20.5% less than the average man. The mean can be influenced by extreme values and may not be a true representation of the typical experience of most workers.
- > **Median Pay Gap (26.1%)**
This figure indicates that the middle woman earned 26.1% less than the middleman. The median employee is found by ordering all women or men from lowest to highest pay and choosing the one in the middle (so if there were 51 women then the 26th woman has 25 women either side of her). This metric is not easily influenced by extreme pay values at each end, but again it is a very basic metric by which we measure pay.
middle point of earnings,
- > **Pay Quarter Distribution**
This infographic shows us the representation of men and women throughout the pay range of our organisation. It shows us where women are over or underrepresented; and by how much. To aid visualisation of these disparities we have added the overall gender balance as shown above.



- > **Mean Bonus Gap (38.2%)**
- > **Median Bonus Gap (31.6%)**
- > **Percentage of women who were paid a bonus (77.0%)**
- > **Percentage of men who were paid a bonus (71.2%)**

Impact of the Gender Pay Gap

The company will conduct thorough analyses of employee roles and levels to better understand the gender pay gap. This will involve reviewing how men and women are distributed across different positions and pay bands. By analysing roles and pay structures the Company can identify specific areas to target for improvement.

The Company is committed to gender equality in leadership, creating a more inclusive culture and attracting diverse talent.

Confirmation statement

I confirm that the information contained in this statement is accurate.

David Rolfe
CEO Ergea UK&I

Compliant metrics by

