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GENDER PAY GAP REPORT  
April 2025

## Gender Pay Gap Report

5 April 2025

At Ergea UK and Ireland Limited, we are committed to equality, diversity and inclusion. This page sets out our gender pay gap information in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, explains the context behind our figures, and outlines the actions we are taking.

### What is the Gender Pay Gap?

The Gender Pay Gap shows the difference between the average earnings of men and women across an organisation. It is different from equal pay which means paying men and women the same for the same or similar work. We are confident that we provide equal pay for equal roles at Ergea UK & Ireland Limited.

### Our Gender Pay Gap figures

#### Pay gap

- **Mean gender pay gap:** 20.10%
- **Median gender pay gap:** 24.30%

The mean pay gap is the difference in average hourly pay. The median pay gap compares the middle-paid man and middle-paid woman in our organisation.

#### Bonus gap

- **Mean gender bonus gap:** 58.20%
- **Median gender bonus gap:** 13.30%

#### Bonus participation

- **Women receiving a bonus:** 85%
- **Men receiving a bonus:** 89.3%

### Pay quartiles

Our workforce is divided into four equal groups based on hourly pay. The chart below shows the gender split in each quartile:

- **Upper quartile:** Women 20.80% Men 79.20%
- **Upper middle quartile:** Women 24.30% Men 75.70%
- **Lower middle quartile:** Women 34.60% Men 65.40%
- **Lower quartile:** Women 53.30% Men 46.70%



Each ● represents 1% of the employees in this organisation

## What influences our gender pay gap?

Our gender pay gap is primarily influenced by the distribution of women and men across our roles rather than unequal pay for the same work. Key factors include:

- A higher proportion of men in senior and specialist roles
- A greater number of women working part-time or in support roles
- Bonus eligibility and values linked to seniority and role type
- The long-term shape of our workforce and external labour market trends

## What we are doing

We are taking action to reduce our gender pay gap and to support long-term, sustainable change.

### **Developing talent and progression**

- Strengthening fair and transparent promotion processes
- Building diverse succession plans for senior roles
- Supporting career development through targeted learning and mentoring

### **Recruitment and hiring**

- Using inclusive language in job adverts
- Seeking gender-balanced shortlists where possible

### **Flexibility and retention**

- Promoting flexible working at all levels
- Supporting colleagues returning from maternity and parental leave
- Continuing to review and enhance family-friendly policies

### **Reward and bonus review**

- Reviewing reward frameworks for consistency and transparency

## Our commitment

We are committed to creating an inclusive workplace where everyone can thrive and progress. We will continue to publish our gender pay gap annually and track our progress over time.

## Declaration

I confirm that the data reported on this page is accurate and has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### **Mark Graves**

Chief Executive Office  
Ergea UK and Ireland Limited

Compliant metrics by

