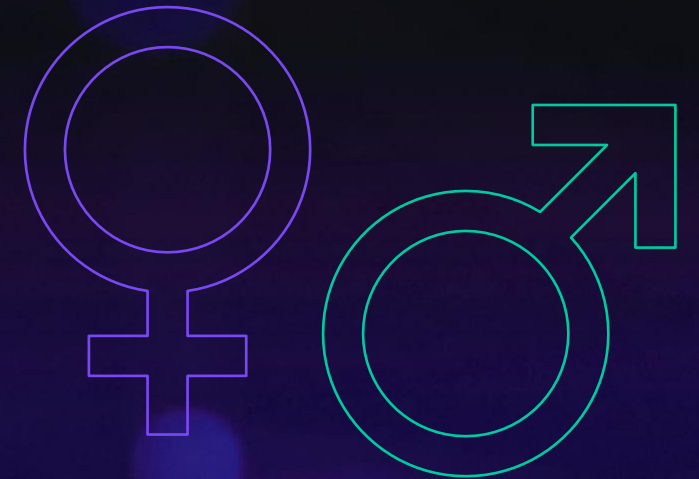


UK Gender Pay Report 2024

Ashfield Healthcare Limited
is an employing company for
Inizio Engage in the UK.



What is the gender pay gap?

The gender pay gap is the difference in average hourly pay between men and women, irrespective of role or seniority, expressed as a percentage of men's average earnings.

Is the gender pay gap the same as equal pay?

No, the gender pay gap is different from equal pay. Employers must pay men and women equally for the same work or work of equal value. We are confident that we pay men and women equally for doing the same or equivalent work.

Why is Ashfield Healthcare Limited reporting its gender pay data?

Companies with over 250 employees in England, Scotland and Wales are required to report their gender pay and bonus data on an annual basis.

What data must be reported?

Mean gender pay gap – the difference between average hourly earnings of men and women as of 5 April 2024.

Median gender pay gap – the difference between midpoints in the ranges of hourly earnings of men and women as of 5 April 2024.

Mean bonus pay gap - the difference between average bonus pay paid to men and women in the 12 months up to 5 April 2024.

Median bonus pay gap - the difference between midpoints in the ranges of bonus pay paid to men and women in the 12 months up to 5 April 2024.

Proportion of male and female employees paid a bonus in the 12 months up to 5 April 2024.

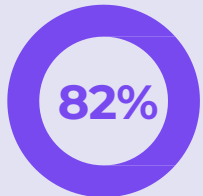
Pay quartiles gender split showing the pay rates from the lowest to the highest, in four equal size groups, with the percentage of men and women in each quartile.

Can Ashfield Healthcare Limited's data be compared against a UK average?

Yes, the UK national median gender pay gap for all employees is currently 13.1% (Office for National Statistics). The median indicates the 'typical' situation across a workforce and is not distorted by high or low rates of pay (unlike the mean average). This is why the median is considered to be the most accurate benchmark.

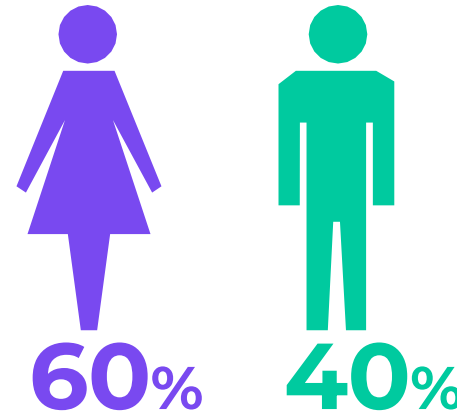
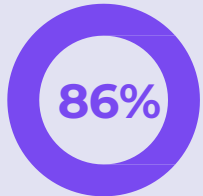
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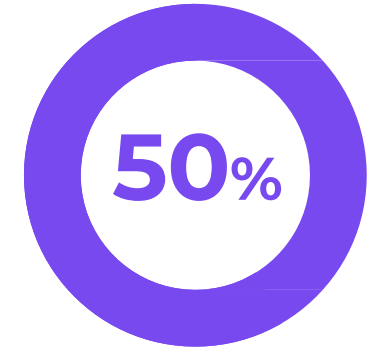


Employee Engagement Survey

82% of participants believe people from all backgrounds have an opportunity to succeed at Inizio Engage, whilst 86% feel they can be their authentic self at work



Our workforce is approximately **60% female** and **40% male**. On 5 April 2024 we had 278 employees, consisting of 168 women and 110 men.



50% of our 50 highest paid employees are female, an increase of 12% on last year. 3 of the 5 Senior Leadership Team positions are female.

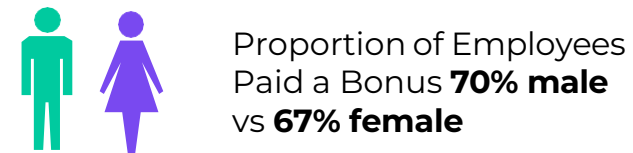
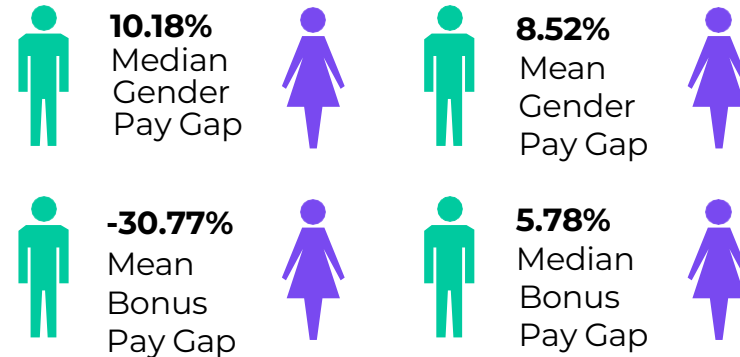
Our median gender pay gap of **10.18%** is lower than the UK national median gender pay gap measuring both full time and part time employees **and has reduced by nearly 1% since last year.**

In general, we have a larger population of females compared to males (60% v 40%) and a larger population of females than males falling within the lower pay quartiles. We are working to improve this through the introduction of family friendly policies encouraging females to return to work following the birth of a child for example, alongside a focus on flexible working and hybrid working for office-based employees. We're extremely pleased with the number of females taking more senior roles within the company and elevating careers. Our Upper quartile is much more evenly split with a comparable balance between male versus females (52% female v 48% male), and to reiterate that 50% of our highest earning employees are female and 3 of the 5 leadership team members are female.

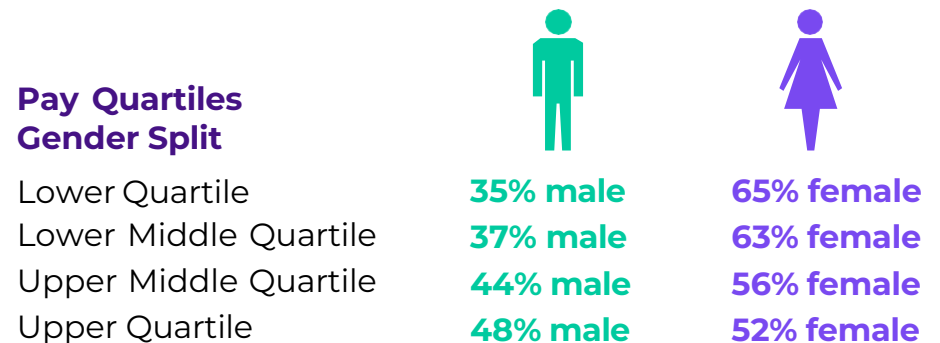
We're very pleased to report a negative mean bonus gap for 2024, i.e. no gap, and a median gap of just over 5% compared to the previous year where we reported a bonus gap of 35%.

Whilst we recognise we have a gender pay gap we remain committed to identifying actions which, over time, will make a difference and we are encouraged by our reducing gap year on year.

**Other calculations:
Ashfield Healthcare Limited**



**Pay Quartiles
Gender Split**



How we are addressing the Gender Pay Gap

Ashfield Healthcare Limited, an employing company of Inizio Engage, is committed to equal opportunities for all our employees regardless of gender. Maintaining an environment where all our employees have the same opportunity to succeed is very important to us. We will continue to support this approach through attracting a diverse pool of candidates and selecting the right applicant through fair and balanced processes. Role Profiles include our company values and equal opportunities pledge. Hiring managers are coached by our expert recruiters to ensure unconscious bias is eradicated, and all employees are required to undertake 'values' training, work to a framework of core behaviours, and read, understand, and abide by our Code of Ethics.



Our Parent, Inizio provide us with the tools to educate and train all employees within our business. We are also supported through focussed training on Diversity, Equity and Inclusion, and education and development of our culture through DEI Business Employee Resource Groups. Our Employee Value Proposition, also known as our People Promises focus acutely on creating a safe environment and a caring and supportive culture where we can all thrive.

We have focussed more recently on adapting our Family Friendly Policies, such as our Flexible Working Policy and our Maternity and Paternity Policies, to support working parents both return to work and continue to stay at work. We also enable a Hybrid Working Policy for office-based colleagues allowing further flexibility.

The data within this report

This report is based on our UK payroll data as of 5 April 2024 and meets UK gender pay gap reporting requirements.

This report does not contain information for Emota (legal entity: Ashfield Event Experiences) and Inizio Engage XD (legal entity: The Creative Engagement Group).

It provides a snapshot in time and may not reflect future trends.

Inizio Engage is committed to fairness and equal opportunities, and we continually review and improve our policies to support an inclusive workplace. References to policies or initiatives in this report reflect our ongoing efforts, but they are not contractual commitments.

For more details, please refer to our company policies or speak with our People and Culture team via the website: inizioengage.com