

What is the Gender Pay Gap?

The gender pay gap shows the difference between the **average** (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men. Used to its full potential, gender pay gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

The figures below show our gender pay gap as the percentage difference in both our median and mean pay. Analysis of Comfort Care Services' pay data shows a mean gender pay gap of 3.61% and a median gender pay gap of 0.11%, which both compare very favourably against the UK mean gender pay gap of 8.6% and median gender pay gap of 17.9%, indicating that there is little material difference between female and male employees.



Bonus Pay

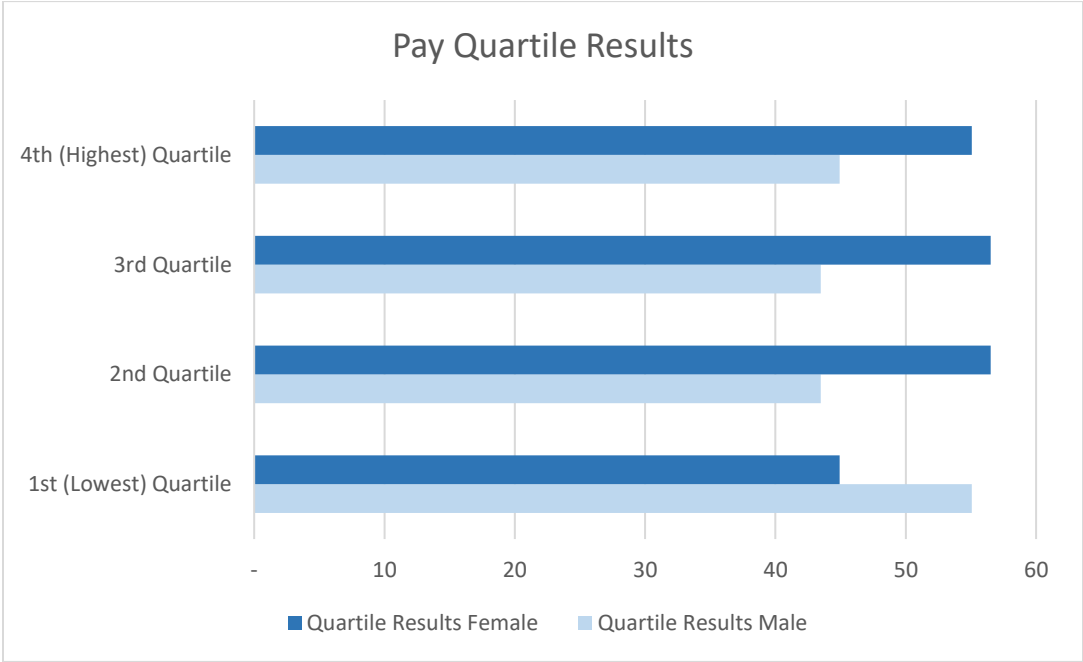
The figures below show the percentage of men and women who received a bonus payment and the percentage difference in bonus amount between men and women for the year ending 5 April 2018. The expansion of the bonus scheme this year incorporated an additional layer of management and staff and therefore all staff employed at the snapshot date were eligible and received the bonus. 100% of the Company's staff received bonuses with a mean gender bonus gap of 18.1% and a median gender bonus gap of 0%. The 18.1% indicates that males were paid a higher bonus amount than females, which reflects the prevalence of male employees in senior bonus related positions.

| Bonus Pay Gap | The Difference |
|--|----------------|
| Mean Bonus Pay | 18.1% |
| Median Bonus Pay | 0% |
| Percentage of employees who received a bonus | |
| Male | 100% |
| Female | 100% |

Pay Quartiles

The figures show the gender balance within each of Comfort Care Services pay quartiles.

The pay quartile analysis shows that there is a higher representation of female employees (55.1%) than male employees (44.9%) in the highest paid quartile (4th quartile); which reflects the higher number of female senior managers. Additionally, the lower pay quartile shows a higher number of males in operations roles with female (44.9%) and males (55.1%).



In conclusion, the gender pay gap analysis shows that Comfort Care Services’ policy to remunerate employees according to their skills, performance and capabilities is borne out in practice. Comfort Care Services is dedicated to providing equal employment prospects and remuneration for all employees and job applicants and its policies and procedures are regularly reviewed to make sure that they operate within this equal opportunities framework.