

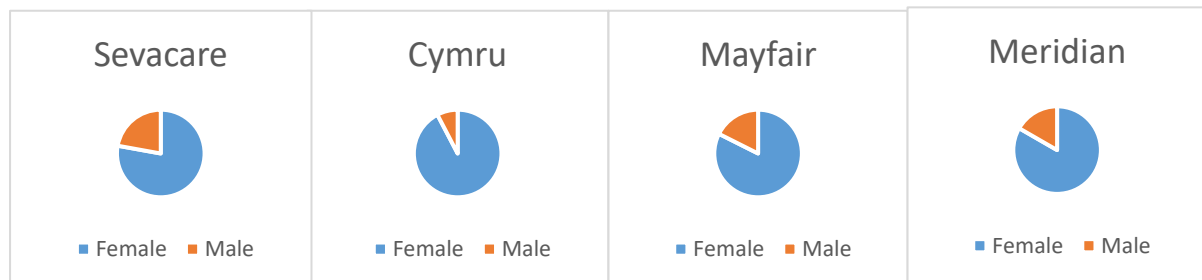
Grosvenor Health and Social Care Limited

Group Gender Pay Gap Report 2023

As employers of more than 250 staff, Sevacare (UK) Ltd (Sevacare), Care Cymru Services Ltd (Cymru), Mayfair Homecare Ltd (Mayfair) and Meridian Health and Social Care Limited (Meridian) are required to publish an annual gender pay gap report.

At the point of reporting there were 826 employees in Sevacare with 77.8% of their workforce being female, 287 employees in Cymru with 92.3% of their workforce being female, 540 employees in Mayfair with 82.4% of their workforce being female and 995 employees in Meridian with 83.3% of their workforce being female. This ratio of female employees is typical of the social care sector as a whole.

| | Sevacare | | Cymru | | Mayfair | | Meridian | |
|-------------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|
| Gender | Percentage | Employees | Percentage | Employees | Percentage | Employees | Percentage | Employees |
| Female | 77.8% | 643 | 92.3% | 265 | 82.4% | 445 | 83.3% | 829 |
| Male | 22.2% | 183 | 7.7% | 22 | 17.6% | 95 | 16.7% | 166 |
| Grand Total | 100.0% | 826 | 100.0% | 287 | 100.0% | 540 | 100.0% | 995 |



Gender Pay Gap

The gender pay gap is a measure of the difference between the average earnings for female and male employees, irrespective of their position within the organisation. This is different from equal pay where companies are required to ensure that men and women are paid the same for doing the same or similar roles.

Both the mean (average) and median (middle) gender pay gap have been calculated as at April 2023, the results can be seen below:

| | Sevacare | Cymru | Mayfair | Meridian |
|--------|----------|--------|---------|----------|
| Mean | 8.11% | 1.18% | -0.54% | 1.56% |
| Median | 0.26% | -0.23% | 2.28% | 1.80% |



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| | Sevacare | | Cymru | | Mayfair | | Meridian | |
|-----------------------|----------|----------|--------|----------|---------|----------|----------|----------|
| | Male % | Female % | Male % | Female % | Male % | Female % | Male % | Female % |
| Top Quartile | 22.99% | 77.01% | 6.35% | 93.65% | 21.31% | 78.69% | 21.24% | 78.76% |
| Upper Middle Quartile | 27.66% | 72.34% | 9.38% | 90.63% | 22.13% | 77.87% | 22.91% | 77.09% |
| Lower Middle Quartile | 23.40% | 76.60% | 12.50% | 87.50% | 14.75% | 85.25% | 13.27% | 86.73% |
| Lower Quartile | 19.68% | 80.32% | 6.25% | 93.75% | 15.45% | 84.55% | 11.89% | 88.11% |

The gender pay gaps for Sevacare, Cymru, Mayfair and Meridian are below the national average as estimated by the Office for National Statistics median of 8.3%. As an organisation we have worked hard to ensure that there is a fair and consistent system of pay in place and this can be seen in the results above. However, we will continue to focus on reducing our mean gender pay gap further with the ultimate aim of reducing it to zero.

I can confirm that the Grosvenor Health and Social Care Group are committed to the principle of gender pay equality and have prepared our 2023 gender pay gap results in line with mandatory requirements.

Darren Stapelberg
Chief Executive Officer