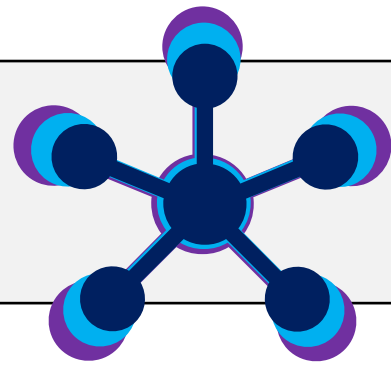


Gender pay gap report 2024



At Eclipse Care Group, we are committed to promoting equality, fairness, and transparency across all levels of our organization. This Gender Pay Gap Policy outlines our dedication to addressing any pay disparities between male and female employees, in compliance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We believe that our workforce should be rewarded based on skills, experience, and performance, ensuring equal opportunities for all employees

- On the median pay calculation, Eclipse Care Group pays men **10%** more than women on average. This figure is below the UK average of **14.9%**.
- Our workforce is made up of **60%** women across varying roles and areas in the business.
- Our leadership team is well balanced between women (**60%**) and men (**40%**), in comparison to only **45%** of board roles being filled by women in the FTSE 100 companies.
- **Three** of the **Five** of the key decision makers within the executive leadership team are currently women

Our Commitments

Eclipse Care Group is dedicated to:

1. Equal Pay: Ensuring that men and women performing the same roles or roles of equal value are paid equally
2. Transparency: Regularly reviewing and publishing gender pay gap data in accordance with UK regulations
3. Recruitment and Promotion: Promoting inclusive hiring practices and ensuring equal opportunities for advancement regardless of gender
4. Flexible Working: Supporting work-life balance through flexible working arrangements, enabling all employees to thrive in their roles
5. Training and Development: Providing equal access to training and development programs to support career growth for all staff members
6. Bias-Free Practices: Identifying and addressing unconscious bias in decision-making processes related to recruitment, pay, and promotions

Monitoring and Reporting

To ensure accountability and compliance, we will:

- Conduct Regular Pay Audits: Review pay structures and practices to identify and address any disparities
- Publish Gender Pay Gap Reports: Provide an annual report, where required, highlighting any gaps and actions taken to address them
- Review Policies: Assess and update relevant policies to ensure alignment with our commitment to gender equality

Action Plan



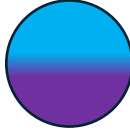
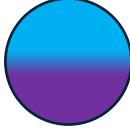
Eclipse Care Group is committed to closing any gender pay gaps within our organization. Our action plan includes:

1. Recruitment Practices: Ensuring all job advertisements and recruitment processes are gender-neutral and attract diverse candidates
2. Career Development: Actively encouraging underrepresented groups to participate in leadership and skill-building programs
3. Workplace Flexibility: Expanding flexible working options to support employees with caregiving responsibilities, which disproportionately impact women
4. Data Analysis: Analysing the root causes of any pay gaps and implementing targeted solutions
5. Leadership Accountability: Engaging senior leaders to champion gender equality and monitor progress

Calculating our gender pay gap

The government asks all organisations to calculate their gender pay and bonus gaps in four different ways (see table below):

1. The average difference in pay between men and women (this is calculated as both a mean and median value). A number greater than zero indicates that, on average, men earn more than women. A number less than zero indicates that, on average, women earn more than men.
2. The average difference in performance bonuses and incentive schemes between men and women in the year up to April 2022.
3. The number of men and women who received a performance bonus including incentive scheme payments over the same 12-month period.
4. How many men and women appear in each pay quartile across the organisation.

Pay Calculations (As at 5 April 2024)	Pay (median)	Pay (mean)	Bonus (median)	Bonus (mean)
	0.6%	-0.5%	0%	0%
Bonus calculations (From April 2024 to April 2025)	Proportion of males receiving a bonus		Proportion of females receiving a bonus	
	0%		0%	
Pay quartile The ratio of males in each quartile from April 2024 to April 2025 The ratio of females in each quartile from April 2024 to April 2025	First	Second	Third	Fourth
	25%	25%	40%	40%
	75%	75%	60%	60%
				
Employment The ratio of men and women Eclipse Health Care employ from April 2024 to April 2025	<div><div>2</div><div><div></div><div>40 % Men</div></div></div> <div><div>3</div><div><div></div><div>60% Women</div></div></div>			



Liam Duff

Liam Duff
Chief operational officer
Eclipse Care Group