



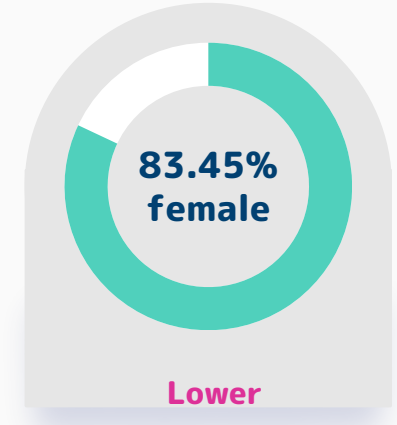
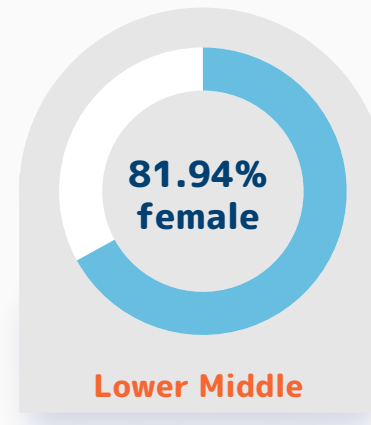
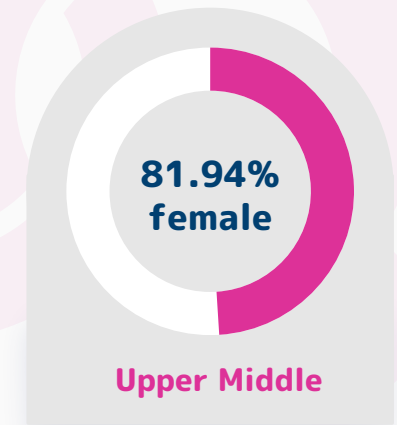
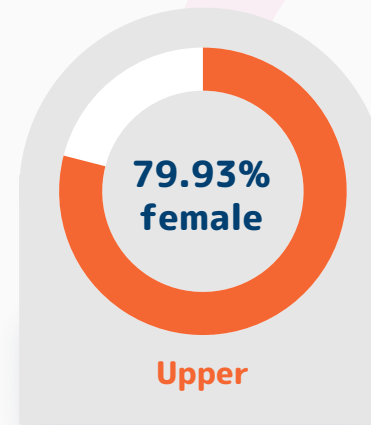
Gender Pay Gap Report

2024

Introduction

Gender Pay Gap legislation requires any employer with 250 or more employees to publish their gender pay gap for these employees.

This report is a snapshot of our position as of 5 April 2024, and provides an overview of the commitments that our business is making to ensure we have a diverse and supportive workplace as we continue to grow.



Pay Quartiles by Gender

This data shows the split of all our employees by male to female split in each quartile. It was established by collating our whole workforce (both weekly paid and monthly paid) in order of hourly pay, then dividing into four equally sized quartile groups and calculating the percentage of males and females in each.

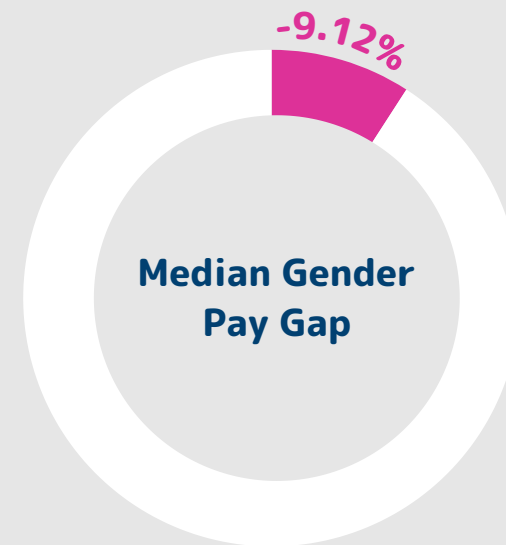
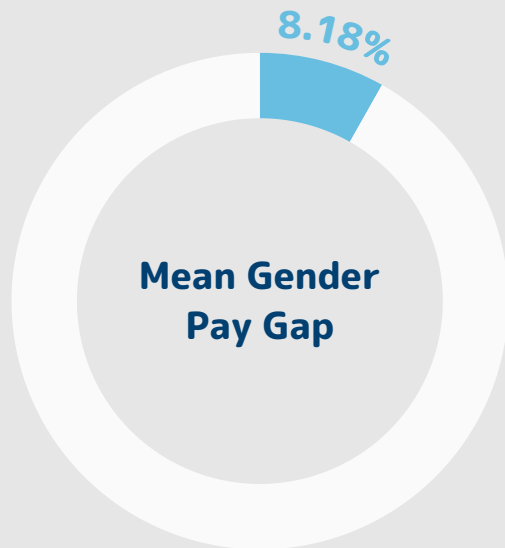


Hourly Pay

as at 5th April 2024

The difference between male and female employees:

The male mean is 8.18% higher than the female mean
The Female Median is 9.12% higher than the male median.



Our Commitments

To achieve greater diversity and inclusion we commit to:



- Review our family friendly policies to be fair, inclusive and consistent support for our workforce, including flexible working and parental leave.
- Continue to ensure all opportunities and career advertising promotes equality
- Launch Routes Academy to enhance training and development opportunities for all workforce/ career pathways
- Regular monitoring of pay levels for male and females
- Partner with Inclusive Employers to improve recruitment practices
- “Becoming an inclusive colleague” training for internal staff
- Create transparency around bonus allocation criteria and processes

Gender Pay Gap Report 2023

Routes Healthcare

Declaration

The information and data reported is accurate as of the snapshot date



Narinder Singh
Chief Executive Officer
Routes Healthcare



Helen Cuthill
People Director
Routes Healthcare