



Gender Pay Gap Data

HEATHCOTES M LIMITED's Gender Pay Gap Data

- Women's hourly rate is -0.6% lower (mean) and -0.2% lower (median).
- Top salary quartile has 33% men and 67% women
- Upper middle salary quartile has 33% men and 67% women
- Lower middle salary quartile has 32.5% men and 67.5% women
- Lower salary quartile has 39.8% men and 60.2% women
- Women's bonus pay is 0% lower (mean) and 0% lower (median)
- 0% of men and 0% of women received bonus pay

HEATHCOTES CARE LIMITED's Gender Pay Gap Data

- Women's hourly rate is 8.1% lower (mean) and -0.5% lower (median).
- Top salary quartile has 29.8% men and 70.2% women
- Upper middle salary quartile has 22.4% men and 77.6% women
- Lower middle salary quartile has 29.4% men and 70.6% women
- Lower salary quartile has 41.8% men and 58.2% women
- Women's bonus pay is 24.9% lower (mean) and -13.1% lower (median)
- 2.4% of men and 1.6% of women received bonus pay

HEATHCOTES SOUTHERN LIMITED's Gender Pay Gap Data

- Women's hourly rate is 1.1% lower (mean) and -0.69% lower (median).
- Top salary quartile has 41.9% men and 58.1% women
- Upper middle salary quartile has 28.6% men and 71.4% women
- Lower middle salary quartile has 37.5% men and 62.5% women
- Lower salary quartile has 42.2% men and 57.8% women
- Women's bonus pay is 0% lower (mean) and 0% lower (median)
- 0% of men and 0% of women received bonus pay