



Heathcotes Group

Gender Pay Gap Data

HEATHCOTES M LIMITED's Gender Pay Gap Data

- Women's hourly rate is -0.7% lower (mean) and -0.1% lower (median).
- Top salary quartile has 30.1% men and 69.9% women
- Upper middle salary quartile has 39.7% men and 60.3% women
- Lower middle salary quartile has 32.9% men and 67.1% women
- Lower salary quartile has 38.4% men and 61.6% 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 1.9% lower (mean) and -1.2% lower (median).
- Top salary quartile has 26.1% men and 73.9% women
- Upper middle salary quartile has 27.5% men and 72.5% women
- Lower middle salary quartile has 36.2% men and 63.8% women
- Lower salary quartile has 34.8% men and 65.2% women
- Women's bonus pay is 0.7% lower (mean) and -20.0% 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 -0.3% lower (mean) and 1.18% lower (median).
- Top salary quartile has 39.6% men and 60.4% women
- Upper middle salary quartile has 35.9% men and 64.1% women
- Lower middle salary quartile has 39.6% men and 60.4% women
- Lower salary quartile has 24.5% men and 75.5% women
- Women's bonus pay is 0% lower (mean) and 0% lower (median)
- 0% of men and 0% of women received bonus pay