



Heathcotes Group

Gender Pay Gap Data

HEATHCOTES M LIMITED's Gender Pay Gap Data

- Women's hourly rate is -0.3% lower (mean) and -0.4% lower (median).
- Top salary quartile has 31.2% men and 68.8% women
- Upper middle salary quartile has 30.9% men and 69.1% women
- Lower middle salary quartile has 39.3% men and 60.7% women
- Lower salary quartile has 34% men and 66% women
- Women's bonus pay is 0% lower (mean) and 0% lower (median)
- 3.1% of men and 3.7% of women received bonus pay

HEATHCOTES CARE LIMITED's Gender Pay Gap Data

- Women's hourly rate is -1.1% lower (mean) and -0.4% lower (median).
- Top salary quartile has 27.1% men and 72.9% women
- Upper middle salary quartile has 30% men and 70% women
- Lower middle salary quartile has 31.4% men and 68.6% women
- Lower salary quartile has 29% men and 71% women
- Women's bonus pay is 0.7% lower (mean) and -20% lower (median)
- 2.4% of men and 1.5% of women received bonus pay