

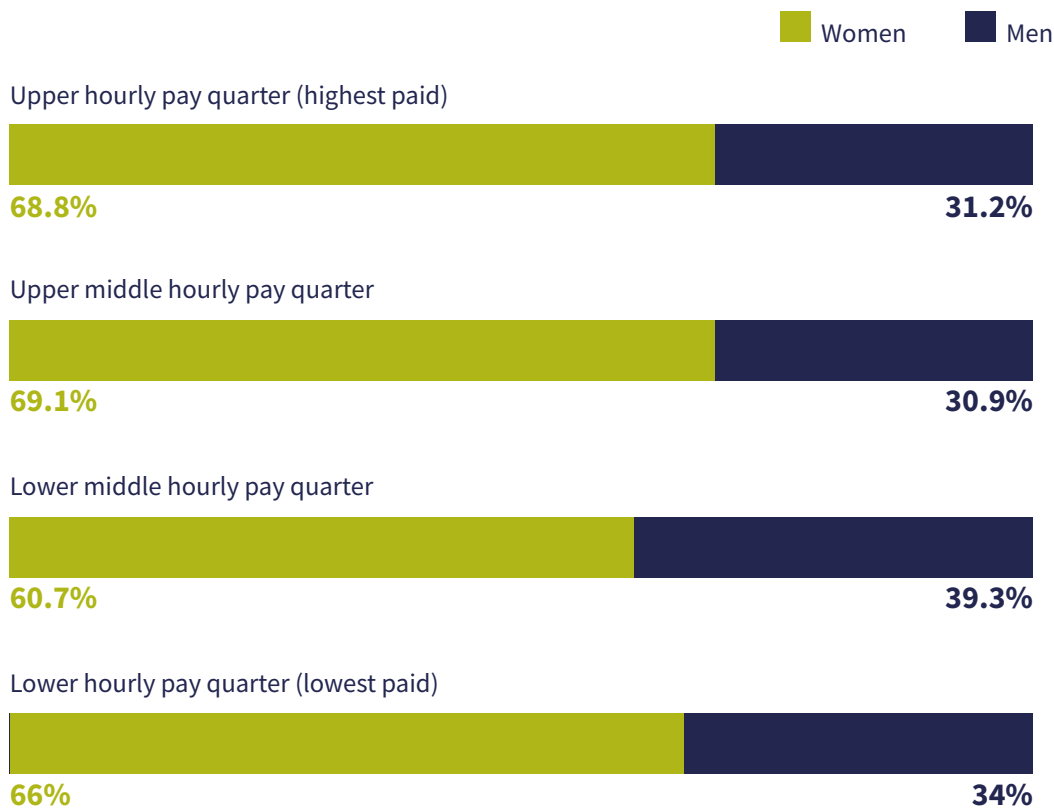
2021/22 Gender pay gap report | HEATHCOTES M LIMITED

Registered address: 37 Station Road, Chesterfield, Derbyshire, S41 7BF

Hourly pay gap

Women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.4% higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 0.3% higher than men's.

The percentage of women in each pay quarter



Bonus pay gap

Women earn £1 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 0% lower than men's. When comparing mean (average) bonus pay, women's mean bonus pay is 0% lower than men's.

Who received bonus pay

3.7% of women

3.1% of men

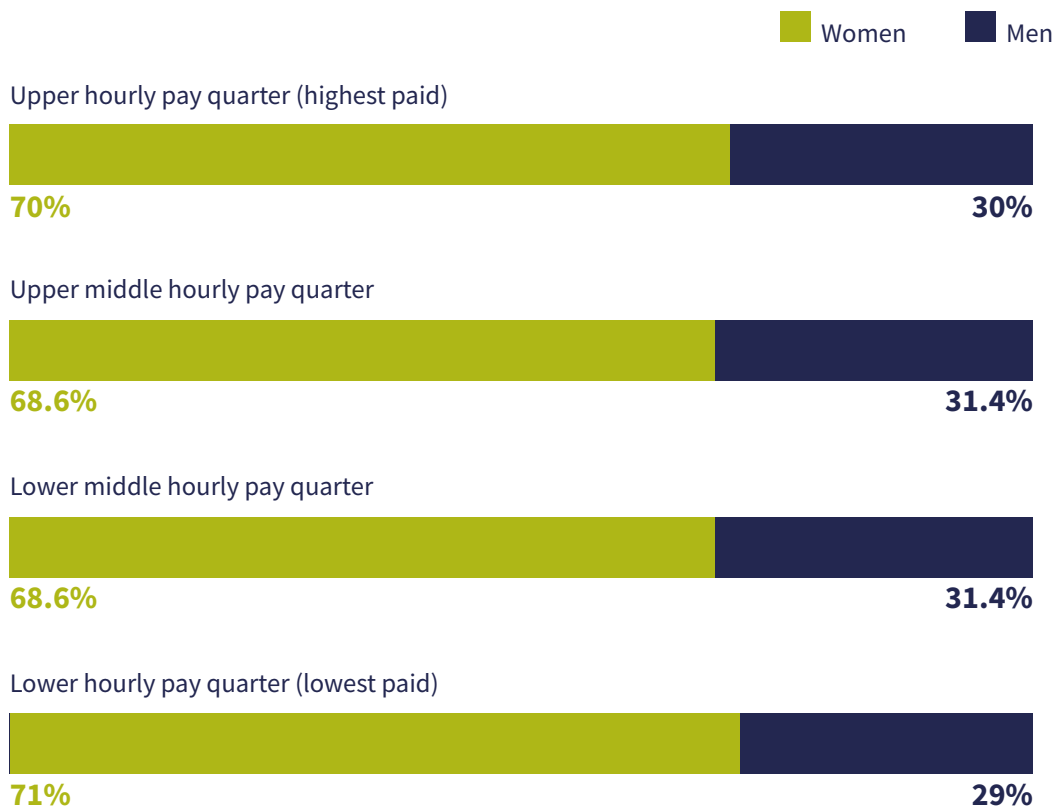
2021/22 Gender pay gap report | HEATHCOTES CARE LIMITED

Registered address: 37 Station Road, Chesterfield, Derbyshire, S41 7BF

Hourly pay gap

Women earn £1 for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 0.4% higher than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 1.1% higher than men's.

The percentage of women in each pay quarter



Bonus pay gap

Women earn £1.20 for every £1 that men earn when comparing median bonus pay. Their median bonus pay is 20% higher than men's. When comparing mean (average) bonus pay, women's mean bonus pay is 0.7% lower than men's.

Who received bonus pay

1.5% of women

2.4% of men

2020/21* Gender pay gap report | HEATHCOTES (SOUTHERN) LIMITED

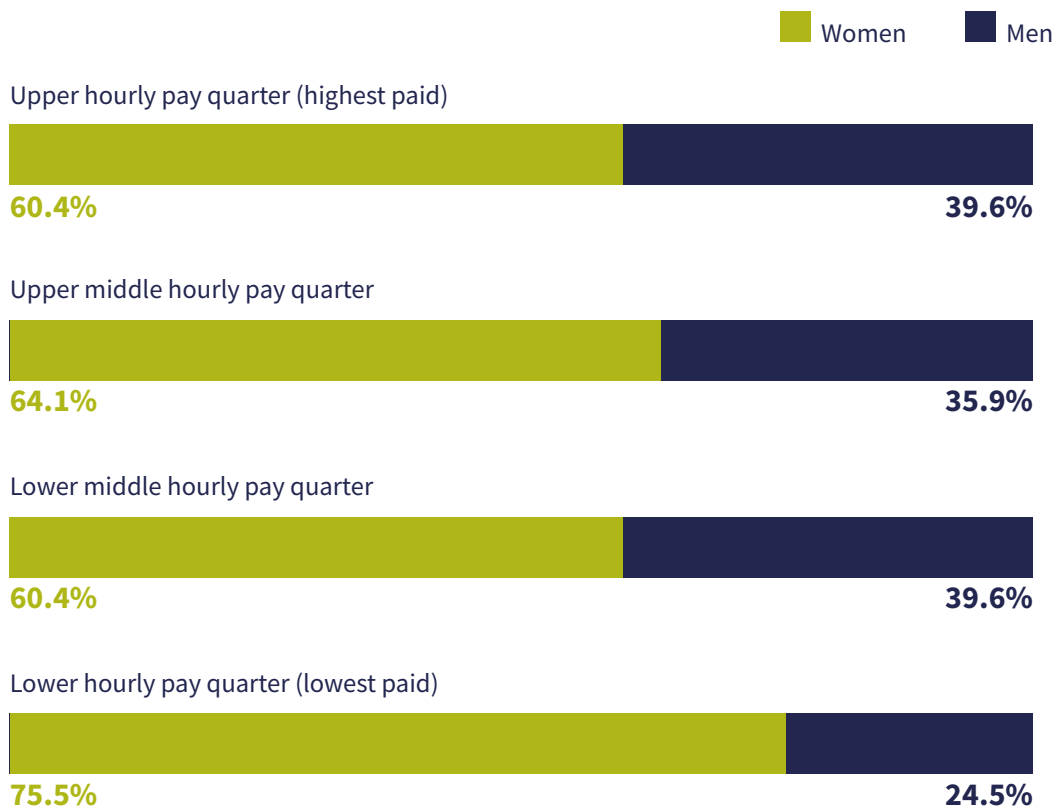
Registered address: 37 Station Road, Chesterfield, Derbyshire, S41 7BF

*no report required for 2021/22

Hourly pay gap

Women earn 99p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 1.2% lower than men's. When comparing mean (average) hourly pay, women's mean hourly pay is 0.3% higher than men's.

The percentage of women in each pay quarter



Bonus pay gap

Who received bonus pay

No bonuses were paid.