

**GENDER PAY GAP STATEMENT 2023**

As ICare Group employs more than 250 colleagues it is required to comply with government regulations on Gender Pay Gap reporting by publishing details of its gender pay gap, specifically the difference in average female earnings compared to average male earnings.

The data shows:

Difference in Mean Pay

-0.64%

Difference in Median Pay

-4.60%

Mean Bonus Gender Pay Gap

<i>% Male</i>	<i>% Female</i>
8.5%	15.8%

Median Bonus Gender Pay Gap

0%

Percentage who received a Bonus

<i>% Male</i>	<i>% Female</i>
11.67%	88.33%

Salary Quartiles	% Male	% Female
Upper hourly Pay Quartile	13.9%	86.1%
Upper Middle hourly Pay Quartile	10.1%	90%
Lower Middle hourly pay Quartile	13.9%	86.1%
Lower hourly pay Quartile	40.7%	59.3%
<b>Total</b>	<b>19.64%</b>	<b>80.36%</b>

**Summary from ICare Group Chairman – Stephen Emmanuel**

The data shows that there is no Gender Pay Gap at ICare, in fact females on average earn more than males across ICare.

This is due to employing circa 80.36% of females who are represented at all levels of our organisation. We appoint on merit and our values, regardless of age, race, gender, marital status, sexual orientation, disability or religion and belief and will continue to ensure that equal pay and opportunities are promoted and that all colleagues are treated fairly.



Signed

STEPHEN EMMANUEL, CHAIRMAN