



As a provider of services to the most vulnerable in society, we are fully aware that staff are our greatest asset. We are pleased to report no gender pay gap within Hexagon Care Services Ltd.

We believe in openness in all we do which is reflected in our clear and transparent Pay and Grading Framework. This is based entirely on recognising qualifications and experience, meaning we offer full parity of pay for our staff regardless of gender.

Pay data

The median pay gap is 0% for Hexagon Care Services Ltd.

<u>Quartile</u>	<u>Women</u>	<u>Men</u>
Upper	49%	51%
Upper Middle	42%	58%
Lower Middle	48%	52%
Lower	66%	34%

The split between men and women in the upper quartile is very much even.

There is a greater split in terms of the women represented in the lower quartile, 66% of the total. We believe this higher proportion is due to a greater number of female employees which have taken advantage of the more flexible working arrangements.

Tackling the pay gap

We aim to be the employer of choice for those wishing to enter a career within the children's care market and recognise training, support and continuous professional development are the key factors to a successful, content and professional workforce.

Our established Remuneration Committee meets quarterly to regularly review our attractive offering to employees in order that we can continue to recruit and retain the best staff for our services. Within this, we benchmark against other providers, hear any issues or suggestions and consult with both staff and external agencies on new proposals to enable us to be responsive and remain as a market leader within the sector.