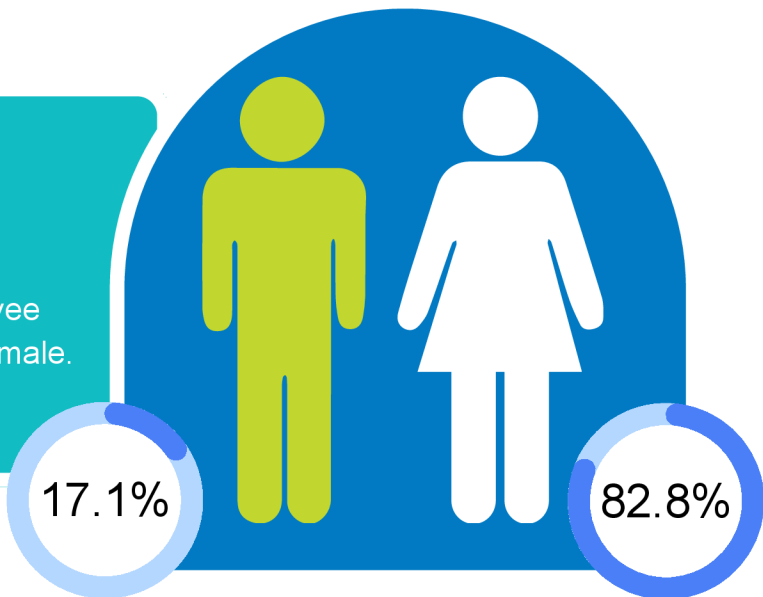


GENDER PAY GAP REPORT

5 April 2026 snapshot

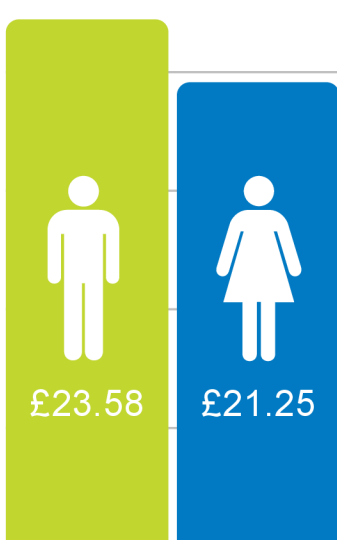
1 Male and Female Split

Our workforce has an employee base that is predominantly female.



2 Gender Pay Gap (in hourly pay): Mean and Median Average

Mean



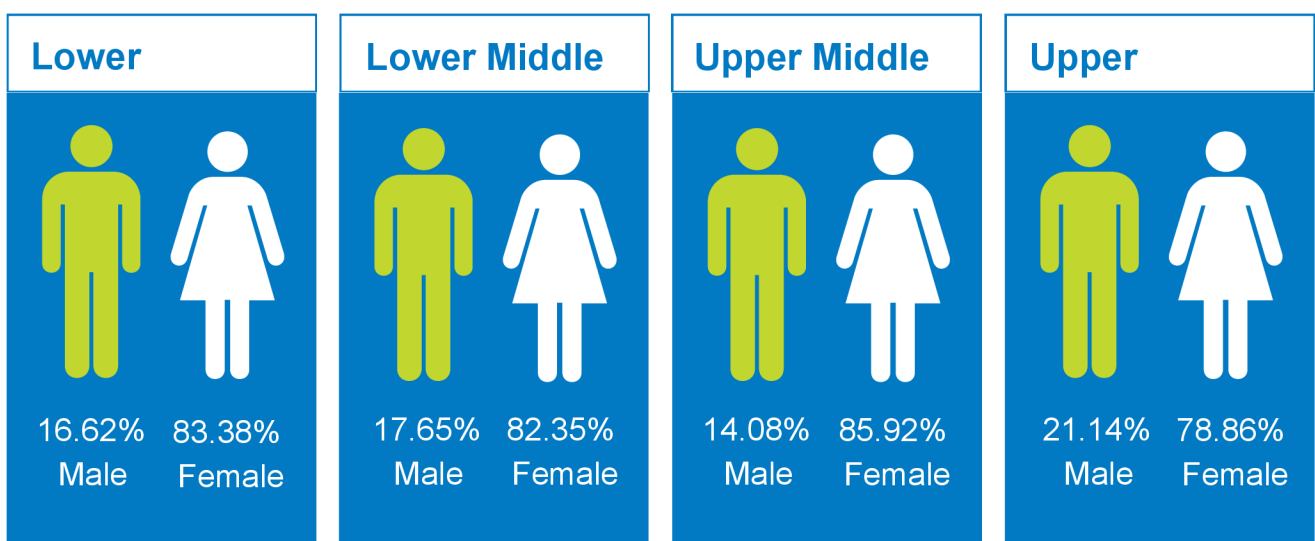
Mean Gender Pay Gap % has reduced this year following a slight increase last year. The trend over the last 5 years is overall downward.

Median Gender Pay Gap % has remained stable and small. The fact the median gap is significantly lower than the mean adds weight to the suggestion that high-end outliers are influencing the pay gap.

Median



3 Proportion of males and females in each pay quartile



Quartiles 1 - 3 remain similar to the organisation-wide split of men and women. Quartile 4 (the highest paid quartile) has a slightly larger proportion of men to women resulting in the gender pay gap. (Note: pay quartiles do not specifically relate to bandings).

4 Bonus payments (Clinical Excellence Awards)

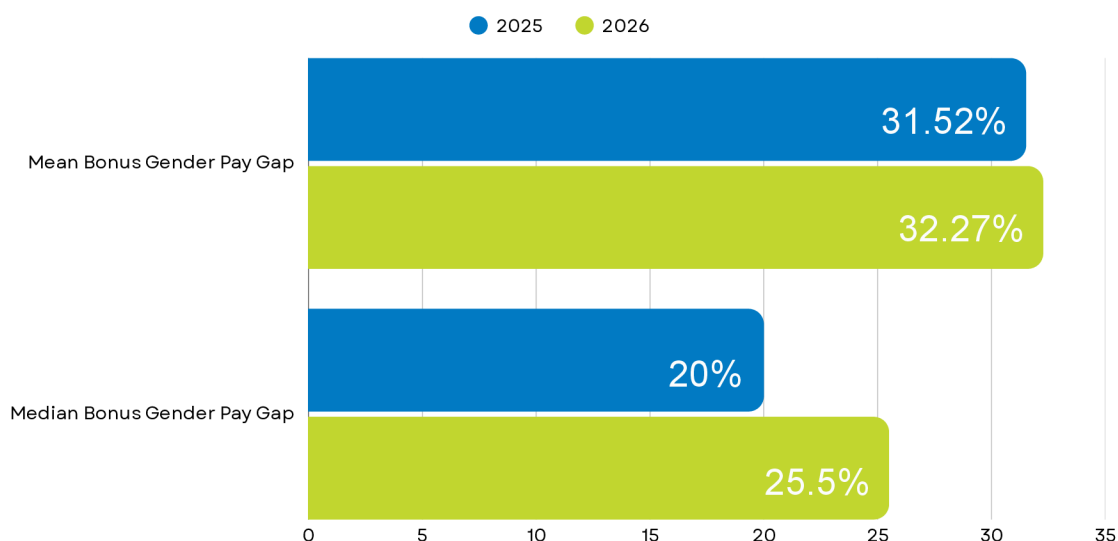
In the small group of people receiving a bonus, headcounts of men vs women differ by only 2. There is a gender pay gap in both mean and median bonus payments comparable to last year. This fluctuates significantly due to small numbers of people being affected (6-10 people).

Male 0.79%
(4 people)

Female 0.08%
(2 people)



If we removed a single high outlier in the men being paid, mean and median bonus gender pay gap would drop to 6.88% in both mean and median reporting.



5 Equality

The gender pay gap legislation expressly requires employers to report on 'men' and 'women'. Livewell Southwest recognises that gender identity is not limited to the categories of men and women and that some colleagues may not identify within this gender binary. Livewell Southwest welcomes and values colleagues of all gender identities.