

## GENDER PAY GAP REPORT 2022

As an employer of more than 250 people NRS Healthcare are required to publish details of our gender pay and bonus gaps and the proportions of men and women in each pay quartile of our workforce. The statistics in this report are based on a snapshot date of 5<sup>th</sup> April 2021.

The Gender Pay Gap is the difference between the average hourly pay between men and women across NRS Healthcare, expressed as a percentage. Under the Gender Pay Regulations there are two ways to measure this:

**Median pay gap** – this represents the middle point, if we lined up all the women in NRS Healthcare and all the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate for the middle man.

**Mean pay gap** – is the difference between the average hourly rate of pay for women, compared to the average hourly rate for men within NRS Healthcare.

A gender pay gap exists in most organisations and the current UK gender pay gap is 16.1% according to the Office of National Statistics.

### About NRS Healthcare

At the snapshot date NRS healthcare employed 1284 people, the gender split of colleagues was 65% men and 35% women. Within our workforce 70% of our job roles are engineers, technicians, drivers and warehouse, job roles that have traditionally attracted men. However, we do ensure that all our roles are accessible to all.

In a large proportion of our business, we work in partnership with public sector organisations such as the NHS and Local Government, when we transfer colleagues over to NRS we maintain their pay and terms and conditions of service under the TUPE regulations, at the snapshot date 5% of our workforce are on protected terms, which may have some influence on pay levels.

### Our approach to pay and equality

At NRS Healthcare we review our salaries on an annual basis, this includes identifying and correcting any potential equal pay issues. Our executive pay is overseen by a Remuneration sub-committee of the Board.

Our Equality and Diversity Policy is further reinforced by e-learning packages to ensure all our workforce are trained in the importance of equality and diversity across all aspects of workplace practice.

We are working with Business in the Community and have appointed an external audit to review all aspects of our responsible business activities. Based on our results this will enable NRS to put in place workforce action plans and to define and agree a Diversity and Inclusion strategy.

In terms of our recruitment, we use transparent and wide reaching sources to attract men and women and we have an internal vacancy process to help people who are looking for opportunities to develop. Our aim is to appoint and promote the right person for the job based on their skills regardless of their gender.

### Our gender pay gap results

Median pay gap	3.66%
Mean pay gap	-2.56%

Our median pay gap has reduced by 1% in the past 12 months, this evidences that our approach to recruitment and pay is effective as our pay gap is continuing to close. Our mean pay gap is showing a negative figure which reveals that overall, the average hourly rate of a male colleague is lower than the average hourly pay of a female.

### Our bonus pay gap results

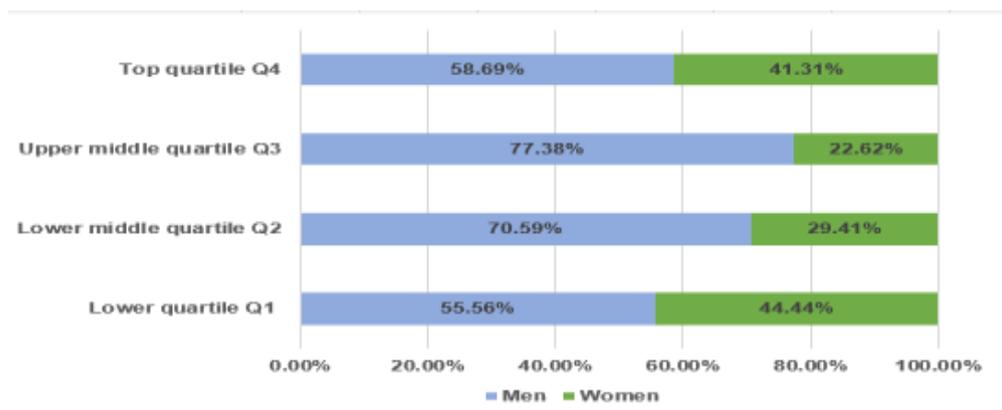
Median bonus pay gap	-45.57%
Mean bonus pay gap	-15.53%
Number of men who received a bonus	11.21%
Number of women who received a bonus	7.06%

Our median bonus pay gap result indicates that for relevant colleagues the middle point woman received a higher bonus amount than that of the middle point man.

### Our gender population by pay quartile

The chart below shows the gender split per pay quartile, our top quartile shows a higher proportion of females than the overall percentage population of females, therefore indicating that there is no barrier to advancement at NRS Healthcare. To further support this, in the last 12 months we have seen a 3% increase for women represented in the top quartile and a 3% decrease in women represented in the lower quartile,

The upper middle quartile has a low representation of women and we will continue work to ensure females can progress through the organisation appropriately.



### What's next?

Whilst we are pleased with our results, we know there are some areas on which we could improve. Here are some of the actions we are going to take:

- Focus on recruitment practices for job families where gender balance is more challenging, such as drivers, sales, warehouse, IT and management.
- Define and agree a Diversity and Inclusion strategy based on our Responsible Business audit results
- Shortlist more women for management and senior management roles
- Further develop our flexible working arrangements and remote working to support work life balance and help reduce barriers to career progression

### Declaration

I confirm that the information contained within this report is accurate.

**Alan Thompson**  
Chief Executive Officer