

UK Gender Pay Report 2025

Ashfield Healthcare Limited
is the employing company for
Inizio Engage in the UK.



What is the gender pay gap?

The gender pay gap is the difference in average hourly pay between men and women, irrespective of role or seniority, expressed as a percentage of men's average earnings.

Is the gender pay gap the same as equal pay?

No, the gender pay gap is different from equal pay. Employers must pay men and women equally for the same work or work of equal value. We are confident that we pay men and women equally for doing the same or equivalent work.

Why is Ashfield Healthcare Limited reporting its gender pay data?

Companies with over 250 employees in England, Scotland and Wales are required to report their gender pay and bonus data on an annual basis.

What data must be reported?

Mean gender pay gap – the difference between average hourly earnings of men and women as of 5 April 2025.

Median gender pay gap – the difference between midpoints in the ranges of hourly earnings of men and women as of 5 April 2025.

Mean bonus pay gap - the difference between average bonus pay paid to men and women in the 12 months up to 5 April 2025.

Median bonus pay gap - the difference between midpoints in the ranges of bonus pay paid to men and women in the 12 months up to 5 April 2025.

Proportion of male and female employees paid a bonus in the 12 months up to 5 April 2025.

Pay quartiles gender split showing the pay rates from the lowest to the highest, in four equal size groups, with the percentage of men and women in each quartile.

Can Ashfield Healthcare Limited's data be compared against a UK average?

Yes, the UK Industry national median gender pay gap is currently 12.8% (Office for National Statistics). The median indicates the 'typical' situation across a workforce and is not distorted by high or low rates of pay (unlike the mean average). This is why the median is considered to be the most accurate benchmark.

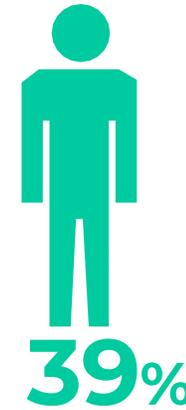
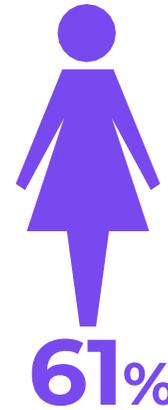
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Employee Engagement Survey

79% of participants believe people from all backgrounds have an opportunity to succeed at Inizio Engage, whilst 86% feel they can be their authentic self at work



Our workforce is approximately **61% female** and **39% male**. On 5 April 2025 we had 265 employees, consisting of 161 women and 104 men.



50% of our 50 highest paid employees are female. 3 of the 5 Senior Leadership Team positions are female.

Our median gender pay gap of **10.50%** is lower than the UK national median gender pay gap

We have a larger population of females compared to males (61% v 39%), and we can see that a larger population of females than males fall within the lower pay quartiles consisting mainly of supporting roles, with a higher proportion of males occupying specialist roles such as key account manager or specialist.

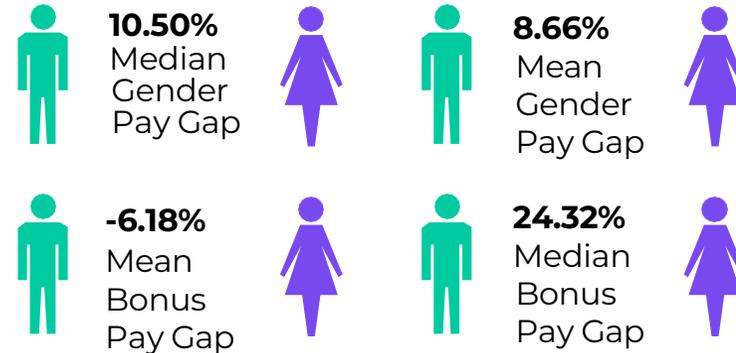
For clarity, the gap is not driven by unequal pay for equal work but is something that we continue to monitor working closely our clients whom we provide a service for.

We are committed to reducing our pay gap and bonus gap over time. Our action plan includes ensuring we have competitive family friendly policies in place, alongside a focus on flexible working and hybrid working for office-based employees. We consistently monitor our recruitment practices, ensuring we work within equitable guidelines, and regularly conduct pay and benchmarking reviews.

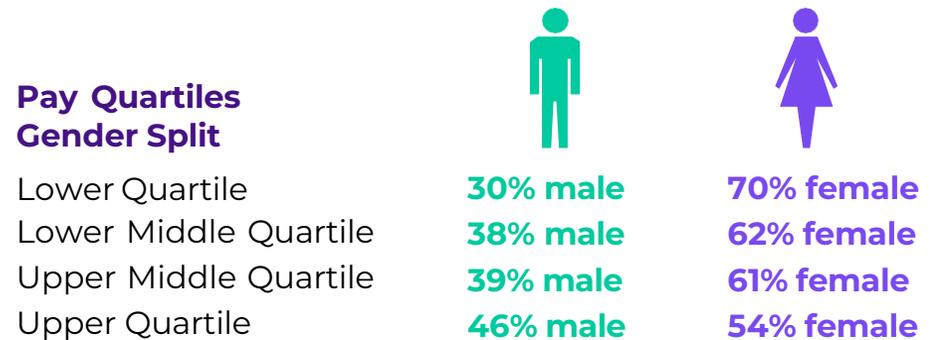
Whilst we're pleased with a negative mean bonus pay gap, we do still have a positive median gap, driven by a higher proportion of men than women receiving bonuses, stemming from more males than females occupying more technical/specialist roles, and will continue to improve this.

Our Senior Leadership Team continues to operate with a majority female presence (3 out of the 5), and we are currently creating more senior positions through the company, particularly within our Patient Solutions/nursing BU. We will continue to monitor our data, report transparently, and hold ourselves accountable for improvement year on year.

**Other calculations:
Ashfield Healthcare Limited**



**Pay Quartiles
Gender Split**



How we are addressing the Gender Pay Gap

Ashfield Healthcare Limited, an employing company of Inizio Engage, is committed to equal opportunities for all our employees regardless of gender. Maintaining an environment where all our employees have the same opportunity to succeed is very important to us. We will continue to support this approach through attracting a diverse pool of candidates and selecting the right applicant through fair and balanced processes. Role Profiles include our company values and equal opportunities pledge. Hiring managers are coached by our expert recruiters to ensure unconscious bias is eradicated, and all employees are required to undertake 'values' training, work to a framework of core behaviours, and read, understand, and abide by our Code of Ethics.



Our Parent, Inizio provide us with the tools to educate and train all employees within our business. We are also supported through focussed training on Diversity, Equity and Inclusion, and education and development of our culture through DEI Business Employee Resource Groups. Our Employee Value Proposition, also known as our People Promises focus acutely on creating a safe environment and a caring and supportive culture where we can all thrive.

We have focussed more recently on adapting our Family Friendly Policies, such as our Maternity and Paternity Policies, to support working parents both return to work and continue to stay at work, and are encouraged by the recent Legislative changes such as day 1 rights for flexible working requests; We also enable a Hybrid Working Policy for office-based colleagues allowing further flexibility.

The data within this report

This report is based on our UK payroll data as of 5 April 2025 and meets UK gender pay gap reporting requirements.

This report does not contain information for Emota (legal entity: Ashfield Event Experiences) and Inizio Engage XD (legal entity: The Creative Engagement Group).

It provides a snapshot in time and may not reflect future trends.

Inizio Engage is committed to fairness and equal opportunities, and we continually review and improve our policies to support an inclusive workplace. References to policies or initiatives in this report reflect our ongoing efforts, but they are not contractual commitments.

**For more details, please refer
to our company policies or
speak with our People and
Culture team via the website:
inizioengage.com**