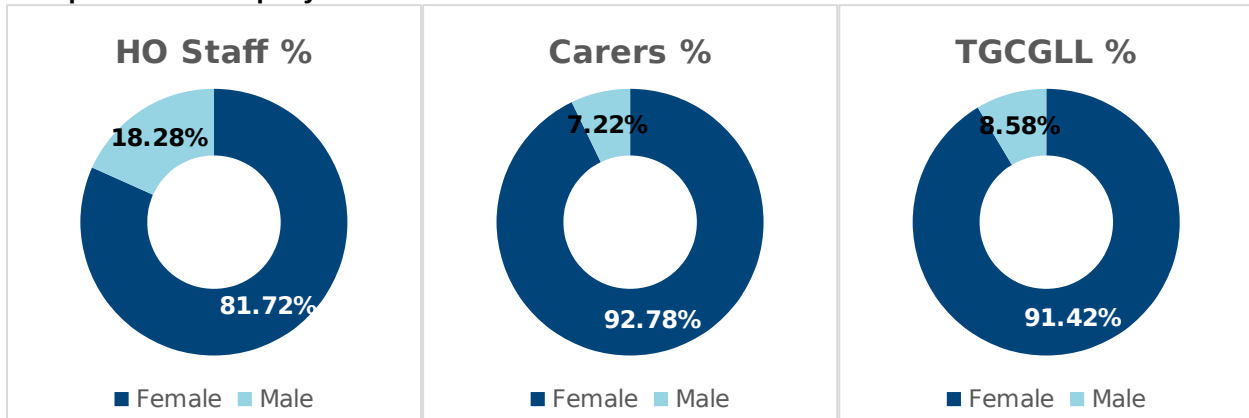
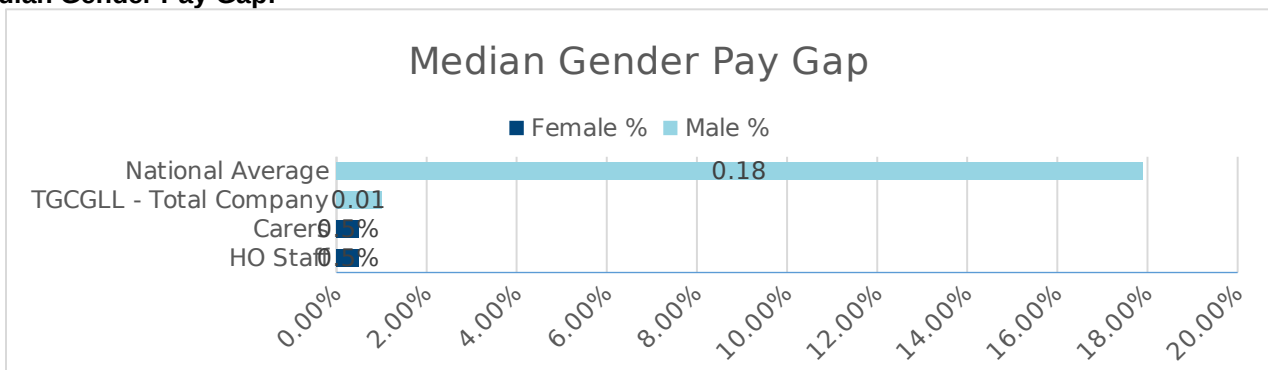


SUMMARY

Gender Split in our Company:



Median Gender Pay Gap:



Mean Pay Gap:

Mean pay gap	Carers	Head Office Staff	TGCGLL
Male v. Female	0.10% Lower	2.60% Higher	15.70% Higher

Quartile Information:

Distribution by pay quartile	TGCGLL	
	Female %	Male %
Top Quartile	87.4	12.6
Upper Middle Quartile	94.2	5.8
Lower Middle Quartile	91.6	8.4
Lower Quartile	92.6	7.4

Bonuses:

No bonuses were paid to any employees in the year.

Statement:

The overall gender pay gap as at 4th April 2018 at The Good Care Group London Limited is 1.0% using median pay and 15.7% on a mean basis. This compares to the national gender pay gap for all employees of 17.9% as per the Office National Statistics 2018. Looking at the “HO” and “Carer” categories separately gives a different picture with the median gender pay gap showing females paid 0.5% more in HO and as a carer than their male counterpart.

The overall mean gender pay gap of 15.7% is driven by the large number of female carer roles, who represent more than 90% of the carer workforce and are on a lower salary compared to HO employees.

We believe strongly in achieving gender equality and development and as with the care industry in general approximately 90% of our staff are female, underpinning our firm belief that a more diverse and inclusive workforce accelerates business growth. This is demonstrated by the fact that 42% of the main Board, 75% of our Management Board and 58% of Senior Management Team are female.