

Gender Pay Gap reporting 2022

Reporting date April 5 2022 – reflects bonus payments made March 2022

We exist to improve access to healthcare for our millions of customers, and for society at large. For 150 years our health plans have supported individuals, their families and businesses with their everyday health concerns, as we believe that no one should go without the healthcare support they need. We also support communities by donating 10% of our profits or a minimum of £1 million every year to good causes. Our purpose is to improve access to healthcare for all in the UK. For all of us in Simplyhealth, we know that our health and being able to access healthcare services has never been more important.

Building a diverse and inclusive workforce, where all colleagues feel they belong and can thrive, is a top priority for Simplyhealth. Equality, diversity and inclusion is a vital part of our agenda and values. We are committed to supporting, developing and promoting diversity and equality in all our employment practices and activities. We aim to establish an inclusive culture free from discrimination and based on fairness, dignity and respect.

Despite being a relatively small employer in our field, with around 900 employees, we make a strong positive impact in the Andover and surrounding Hampshire areas with our employment offering, as well as recruiting colleagues further afield. We offer high levels of flexibility and our Smart Working practices are highly valued by our colleagues.

Gender pay is often confused with *equal* pay, but it's important to recognise that they are not the same. The information contained in this report outlines the difference between the **average** hourly pay for all our male and female colleagues, irrespective of the role they undertake. Equal pay on the other hand refers to the pay men and women receive for doing the same job, where any inequality based on gender is illegal. Whilst the 2022 government mandated measures have shown an increase in our gender pay gap, we are confident in the fairness and equity in our pay and reward structures.

In addition to the gender pay reporting, we complete equal pay reports which look at the rates of pay for people doing jobs of 'equal value'. We have found that we have no significant pay gaps and are very confident that our gender pay gap is because of the higher numbers and proportion of female employees in our organisation who have a high prevalence to undertake our front-line roles. We are able to offer these roles on a part time basis, traditionally making them more attractive to females of working age.

We have female representation in our senior positions with a good number of our Leadership, Executive and Board roles being filled by women. This is an area we want to continue to strengthen. Further confidence comes from the equal proportion of our female and male employees receiving a bonus payment in 2022 – 86% of female employees received a bonus versus 86.7% of male employees.

We are always looking for ways to make our organisation a really great career destination and will continue to work with all our colleagues as well as industry specialists to ensure that working for Simplyhealth is a fulfilling and positive experience. In April 2022 we invested significantly in our people in the face of major pressure on the cost of living, maintaining our Real Living Wage status and increasing our minimum salaries beyond London Living Wage.

We're also incredibly proud that our commitments to equality, diversity and belonging contributed to achieving B-Corp status, however, we recognise there is more we need to do to close our gender pay gaps.

I confirm that the data contained in this report is accurate and calculated in accordance with requirements.



Professor Sneh Khemka
Chief Executive Officer

Our 2022 Gender Pay Statistics (as at 5th April 2022)

Mean gender pay gap – this is a simple average of all female vs male salaries: **37.8%**.

Median gender pay gap – this is a comparison of the median (middle value when placed in ascending / descending order) rate for female vs males: **39.3%**.

It is important to note that this is not a measure of colleagues doing 'like work' or similar roles – it is a statistical exercise which ranks and compares salaries. We have undertaken detailed Equal Pay Audit reviews which have indicated we do not have any significant pay gaps for colleagues doing similar or same level roles in line with our evaluation methodology. Our pay gaps reflect that a higher proportion of our senior roles are occupied by male colleagues.

Our Pay Quartiles

Pay quartiles show the proportion of female and male employees within 4 groups when you rank salaries from lowest to highest. Our results highlight a higher proportion of females in the business, especially in the lower quartiles where our front-line roles are filled (total 66.6% female).

Quartile	Female	Male
Upper	41.7%	58.3%
Upper-Middle	65.4%	34.6%
Lower-Middle	81.1%	18.9%
Lower	76.3%	23.7%

Our Bonus Payments

All our colleagues are eligible for our Bonus Scheme (or sales commission scheme where relevant) regardless of level or working pattern – which provides an opportunity for everyone to earn bonus or commission.

Our mean bonus gap is **55.8%** and our median **46.0%**. This reflects the high proportion of females employed in our lower levelled roles, many of whom work part time and so receive a pro-rated bonus. Equal proportions of female **86.0%** and male **86.7%** employees received a bonus payment