

HTG-UK gender pay gap statement.

Health Transportation Group UK (HTG-UK) is committed to ensuring our employees are able to carry out their duties in a supportive and flexible environment, which is free from exclusion or discrimination.

This supportive environment includes being considerate to colleagues' mental and physical wellbeing, their work-life balance as well as ensuring equal reward, regardless of gender or any other individual protected characteristics. We believe our approach also ensures we retain a motivated, passionate, and committed workforce who are able to flourish in their roles and fulfil their career aspirations at HTG-UK.

Gender Pay Gap

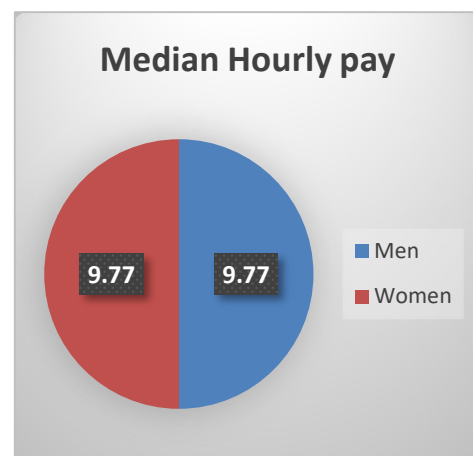
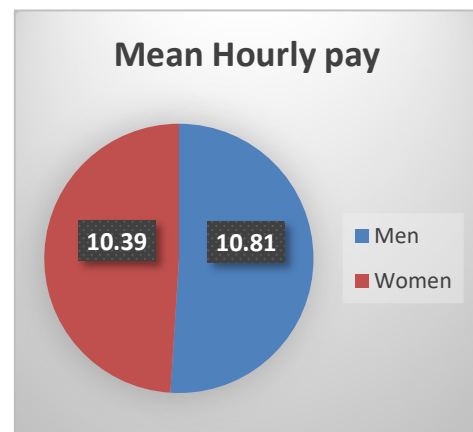
We are assured that men and women are paid equally for carrying out equivalent jobs at HTG-UK. This assurance comes from having a robust process in place to review and benchmark pay across the organisation as well as across the patient transport sector. These reviews take place annually and are applied across all contract areas.

In line with the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the data contained in this document is a snapshot of 5 April 2022.

Gender pay gap analysis shows that HTG-UK has a higher proportion of men than women in the more senior, highly paid roles. This created a gap in the overall average amount paid to men and women across the whole organisation.

Actions to help close the gap:

- We encourage career development across genders and seniority levels of the organisation through in house and external training and development.
- We support requests for flexible working and have a good mix of full time and part time colleagues.



- We reward staff fairly within an incremental pay system that provides equitable progression for male and female with policies in place that support gender equality (e.g., flexible working and maternity, paternity leave and shared parental leave policies).
- Our recruitment and selection procedure aims to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- We also adopt a values-based approach to candidate selection: we're interested in finding the right people for our organisation, not simply those who have care sector experience.
- Interviews are structured with same questions asked of all candidates, answers are graded based on the criteria.
- We constantly review our recruitment and employment policies to ensure they are non-discriminatory.

The HTG-UK Executive Team places priority on ensuring the senior management positions are reflective of the overall demographic of the organisation and I believe this gap will reduce as we move forward.



Derek Laird
Chief Executive, Health Transportation Group UK.

	Male	Female
Hourly Pay Qtr 1	52.4%	47.6%
Hourly Pay Qtr 2	52.0%	48.0%
Hourly Pay Qtr 3	50.8%	49.2%
Hourly Pay Qtr 4	52.0%	48.0%
Percentage of men and women receiving bonus pay	2.7%	2.2%
Mean (average) gender pay gap using bonus pay	65.6%	
Median pay gap using bonus pay	44.6%	