

E-zec Medical Transport Services Ltd



2018 Gender Pay Gap Report

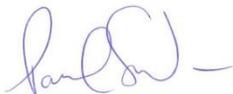
2 April 2019

2018 Gender Pay Gap Report

At E-zec our people are our greatest asset and they are passionate about the patient care we deliver. We are committed to being a fair, inclusive and diverse employer, who offers a safe, positive and nurturing work environment, where employees of all backgrounds are treated equally.

We are pleased that our gender pay gap position for April 2018 has improved since the report for April 2017. Although the majority of our employees are transferred through TUPE, we remain committed to continuing to closely monitoring and driving gender balance in all our activities.

Paul Swann – Managing Director

A handwritten signature in blue ink, appearing to read "Paul Swann".

Our Numbers at a Glance

The Gender Pay Gap highlights the differences in pay between the women and men employed by an organisation.

The Mean Pay Gap shows the difference in the average hourly pay for women compared to men within our organisation. Median Pay Gap is the difference between the hourly pay rate for the middle woman compared to the hourly rate of the middle man.

Our Gender Pay Gap figures are based on hourly pay rates in April 2018 as per the government regulations.

The table below shows our mean and median hourly gender pay gap and bonus gap at the snapshot date (5 April 2018) and in the 12 months reference period (bonus).

Pay and Bonus Gap



Mean hourly pay gap	0.81%
Median hourly pay gap	2.56% higher for women
Mean bonus pay gap	35.75%
Median bonus pay gap	60.00%
% receiving a bonus	F 3.10% M 2.59%

Our mean hourly pay for men is 0.81% higher than that of women, which means our pay gap has improved since 5 April 2017 (1.7%). Our median hourly pay for women is 2.56% higher for women than men.

The analysis of the data behind our mean pay gap of 0.81% shows us that the small gap can mainly be attributed to minor differences in pay between TUPE transferred employees and employees directly recruited into E-zec.

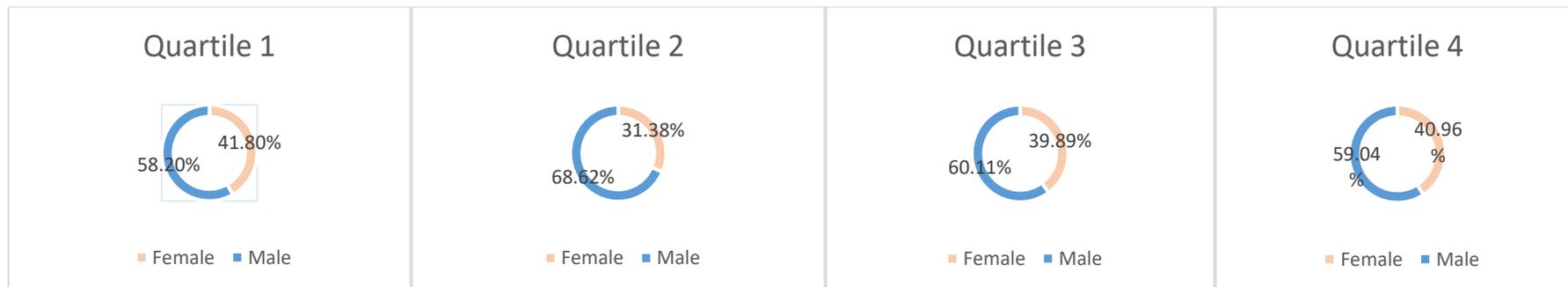
Our mean bonus is 35.75% higher for men than for women, which has also improved since 5 April 2017 (85.7%). Our median bonus is 60% higher for men than for women (5 April 2017 - 71.5%).

Overall more bonuses were paid in the year to April 18 with a total of 3.10 % of our female employee population receiving a bonus during the reporting period, compared to 2.59% of our male employee population. An increase from April 2017 (F 0.33% M 0.36%).

The difference in the mean and median bonus information can mainly be attributed to the still relatively small percentage of employees receiving a bonus and different tiers of bonus.

Pay Quartiles

The below graphs illustrate the proportion of men and women in each pay quartile.



Our Actions

Employment at E-zec is largely driven by acquisitions however we are committed to continuing to closely monitoring and driving gender balance when recruiting new employees and promoting existing staff.