

## E-zec Medical Transport Services Ltd



## 2017 Gender Pay Gap Report

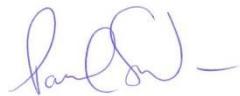
# 2017 Gender Pay Gap Report

Introduction from Paul Swann, Managing Director and Tina Degner, HR Manager

At E-zec is an inclusive and diverse organisation and we believe in a safe, positive and nurturing work environment.

We are committed to create a workplace where employees of all backgrounds are treated equally and believe in the power of diversity and inclusion.

Respect and appreciation of the differences of our workforce is essential for the success of our organisation and crucial to help us grow and engage people to use our services.

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

Paul Swann – Managing Director

A handwritten signature in blue ink, appearing to read "Tina Degner".

Tina Degner – HR Manager



## Our Numbers at a Glance

The Gender Pay Gap highlights the differences in pay between the women and men employed by an organisation. Our Gender Pay Gap figures are based on hourly pay rates in April 2017 as per the government regulations.

### Pay and Bonus Gap

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.



	Mean	Median
<b>Hourly Pay</b>	1.7%	0.0%
<b>Bonus</b>	85.7%	71.5%

<b>Females who received a bonus</b>	<b>Males who received a bonus</b>
0.33%	0.36%

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

Our mean hourly pay for men is 1.7% higher than that of women. Our mean bonus is 85.7% higher for men than for women.

Our median hourly pay for women and men are the same. Our median bonus is 71.46% higher for men than for women.

A total of 0.33% of our female employee population received a bonus during the reporting period, compared to 0.36% of our male employee population.

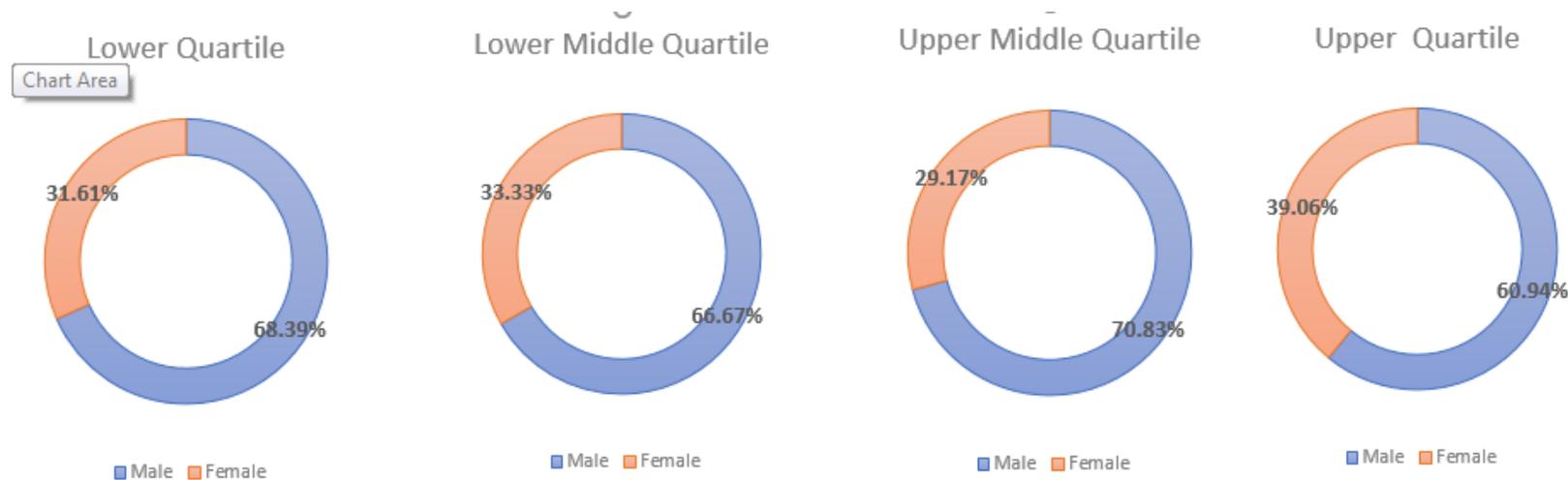
The analysis of the data behind our mean pay gap of 1.7% shows us that the small gap can mainly be attributed to us employing fewer women than men and to us having pay discrepancies between TUPE transferred employees and employees directly hired by E-zec.

The difference in the mean and median bonus information can mainly be attributed that only a very few employees have received a bonus.

E-zec is confident that we have an equal pay structure for the same or similar work across all employees within the same geographic regions.

### Pay Quartiles

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



The above results are due to us having fewer women in the organisation than men, which is partly due to the nature of our business.

### Our Actions

The employment at E-zec is largely driven by acquisitions but we are closely monitoring and driving gender balance when recruiting new employees and promoting existing staff. We are committed to address the gender distribution gap in a number of ways, including having Diversity and Inclusion incorporated into our Essential Management Training to increase awareness amongst our managers and employees.