

Gender Pay Gap Statement 2023

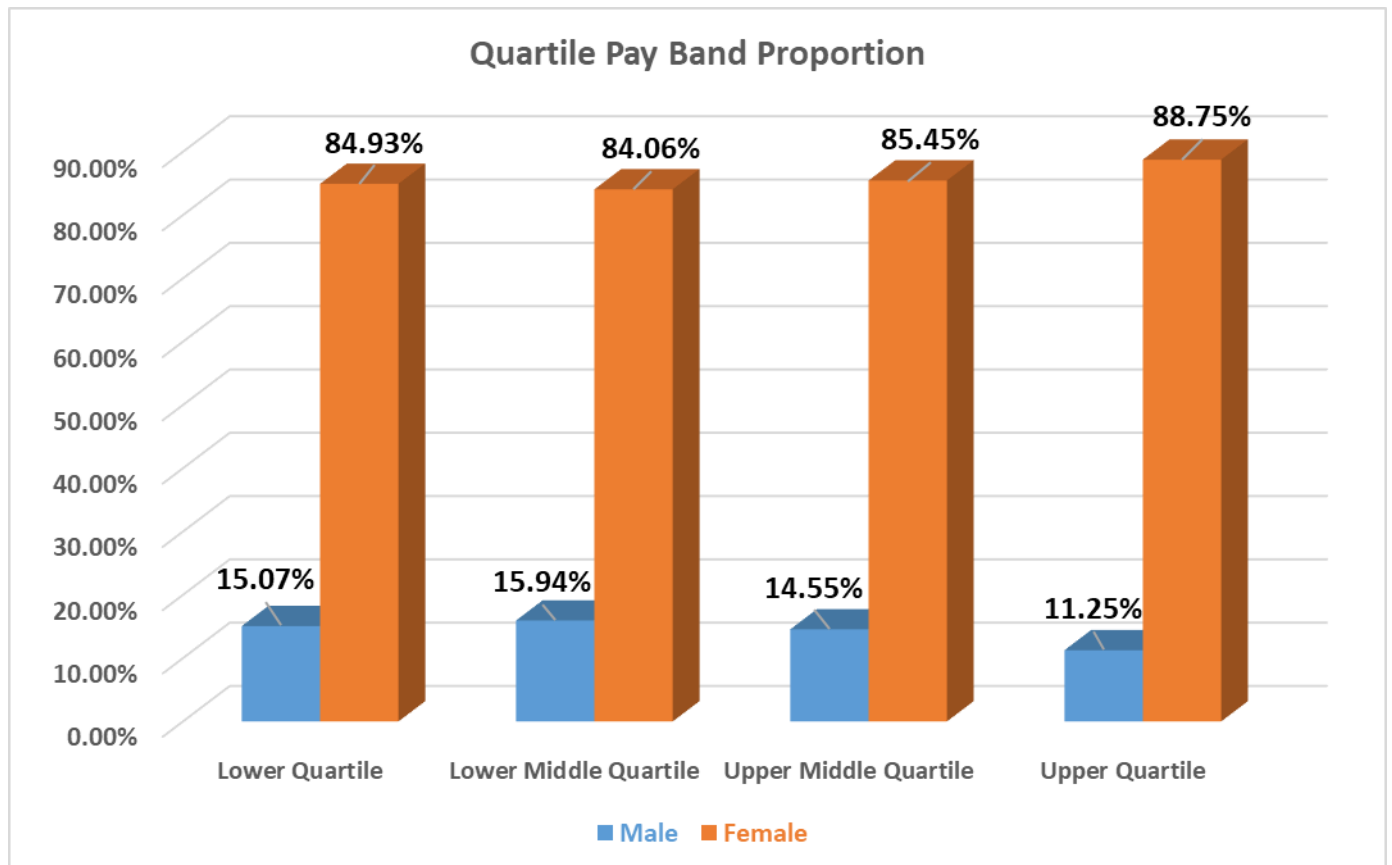
HFH Healthcare provides complex care services in the home for both children and adults.

Within our organization we are committed to equal opportunities for all and operate a benchmarking system for all positions.

Our workforce, as is typical within our sector, is predominantly female however we encourage gender balance in this historically female-orientated plan, which is made up of carers and nurses.

On 5 April 2023, we had 374 full-pay relevant employees (378 in 2022). 86% of employees were female (83% in 2022) and 14% of employees were male (17% in 2022).

Proportion of men and women in each quartile pay band is presented in the graph below:



The average female employee at HFH Healthcare earns 0.81% less than the average male employee.

For HFH Healthcare overall	2023	2022
Mean (average) women's hourly rate	0.81% lower than men	4.87% higher than men
Median women's hourly rate	1.24 % lower than men	1.74 % higher than men

HFH does not pay bonuses hence why its not included in this report.

I declare that the information contained in this report is accurate.

Sally Yandle
CEO