

## Gender Pay Gap Statement 2025

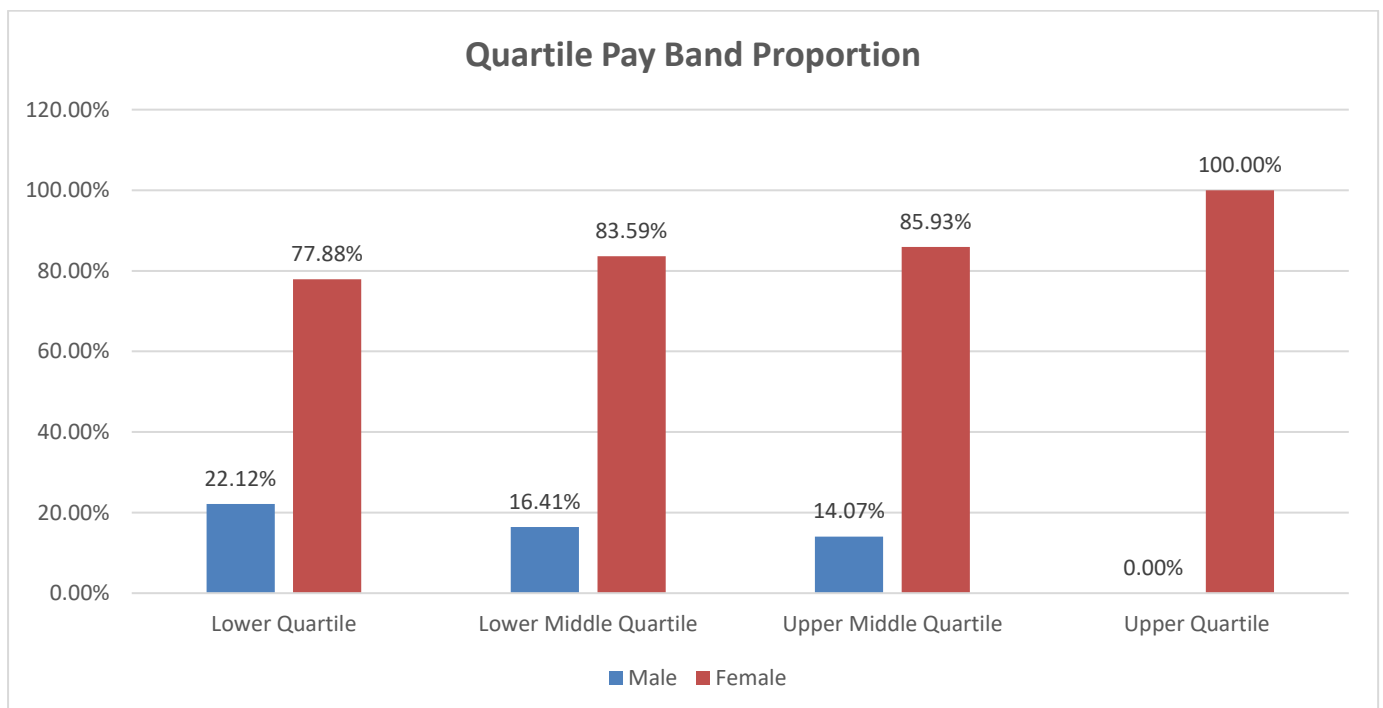
HFH Healthcare provides complex care services in the home for both children and adults.

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 2025, we had 452 full-pay relevant employees (364 in 2024). 84% of employees were female (83% in 2024) and 16% of employees were male (17% in 2024).

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



The average female employee at HFH Healthcare earns 3.30% more than the average male employee.

For HFH Healthcare overall	2025	2024
Mean (average) women's hourly rate	<b>3.30%</b> Higher than men	<b>1.81%</b> Higher than men
Median women's hourly rate	<b>4.79 %</b> Higher than men	<b>2.60 %</b> Higher than men

HFH does not pay bonuses hence why it's not included in this report.

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

Sally Yandle  
CEO