

**MALHOTRA CARE HOMES LIMITED**

**GENDER PAY GAP REPORT - STATISTICS FOR 2021/2022**

Our Annual Gender Pay Gap Report is set out below in compliance with Government reporting guidance. We are pleased to confirm that our results once again demonstrate that we have a significantly lower gender pay gap differential in comparison to the Office for National Statistics (ONS) and Annual Survey of Hours and Earnings (ASHE) statistics.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. The 'gender pay gap' is not to be confused with equal pay disparity. Equal pay disparity occurs if a member of the opposite sex is paid less for doing the same or broadly similar work, work rated as equivalent, or work of equal value.

This report relates to the period between 6 April 2021 to 5 April 2022. During the specified period, we did not have a mean gender pay gap and there are no reported equal pay issues at Malhotra Care Homes Ltd. In fact, the negative mean value indicates that females were paid on average more than males during the time frame specified.

The Care Home Sector, like many others, is still recovering from the aftereffects of the Coronavirus pandemic, however, we were able to weather the storm with skilful leadership and careful contingency planning.

Our gender pay gap calculations of male and female employees were as follows:

- Mean gender pay gap -5.30% (in favour of females)
- Median gender pay gap 0.00% (gender neutral)
- Mean gender bonus gap 0.00% (gender neutral)
- Median gender bonus gap 0.00% (gender neutral)

The proportion of female employees in Malhotra Care Homes Ltd who received a bonus was 0.22% (1 of 455 female employees), and the proportion of male employees receiving a bonus was 0.00%<sup>1</sup> (0 of 90 male employees). It is clear that the limited bonus pool distorts the averages, and the average bonus paid between males and females is neutral when analysing the mean bonus gap.

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<sup>1</sup> The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### What are the underlying reasons for our gender pay gap?

Malhotra Care Homes Ltd is committed to the principles of equal opportunities and equal treatment towards all our employees. We are committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). As such, (amongst other measures) we carry out pay and benefits audits at regular intervals, staff surveys and evaluate job roles and pay grades to ensure a fair pay structure is implemented throughout the Company.

Our commitment to equal treatment is demonstrated in the table annexed below, which depicts pay quartiles by gender. This table shows our workforce divided into four equal-sized groups based on hourly pay rates, with Quartile I depicting the highest-paid 25% (the upper quartile) and Quartile IV representing the lowest-paid 25% of employees (the lower quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each quartile. For example, 81.6% of our employees in Quartile IV are women, and 18.4% are men. This is principally due to the high proportion of females employed as carers across our 15 Care Homes.

### How does Malhotra Care Homes Ltd gender pay gap compare with other organisations?

The vast majority of organisations have a gender pay gap. We are pleased to report that Malhotra Care Homes Ltd's pay gap compares extremely favourably with that of other organisations in the Social Care Sector.

The median gender pay gap for the whole economy (according to the provisional 2020 figures provided by the Office for National Statistics (ONS) in the Annual Survey of Hours and Earnings (ASHE)) is 14.9%. At 0.00%, Malhotra Group PLC's median gender pay gap is significantly lower than the ONS median and demonstrates our pay neutrality.

The proportion of females at Malhotra Care Homes Ltd who received a bonus in the 12 months up to 5 April 2022 was 0.22%, while for men, this was 0%. These figures reflect the female to male ratios in our workforce (455 females and 90 males) and due to the higher proportion of females being employed in a management/operational role within our Company.

### What is Malhotra Care Homes Ltd doing to address its gender pay gap?

Whilst our gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject we are complacent about. We are committed to doing everything that we can to ensure pay parity. However, we also recognise that our scope to act is limited in some areas. We have, for example, no direct control over the subjects that individuals choose to study, the career choices they make, or the predominance of the gender of applicants that apply for positions within our organisation. These pre-determined factors, therefore, have a direct bearing on the number of male-to-female ratios in the sector in which we operate.

We recognise that none of our current initiatives will, of itself, remove the gender pay gap completely and it may be several years before some have any impact at all. In the meantime, Malhotra Care Homes Ltd is committed to reporting on an annual basis on what measures we are taking to reduce the gender pay gap and the progress that we are making. Any further initiatives launched throughout the year will be reported on the Group website and in our internal employee newsletter (The Insider).

**Appendix 1**

Pay quartiles by gender

Quartile	Males	Females	Description
I	11.7% (16)	88.4% (121)	Includes all employees whose standard hourly rate placed them in the upper quartile
II	19.1% (26)	80.9% (110)	Includes all employees whose standard hourly rate placed them above the median but at or below the upper quartile
III	16.9% (23)	83.1% (113)	Includes all employees whose standard hourly rate placed them above the lower quartile but at or below the median
IV	18.4% (25)	81.6% (111)	Includes all employees whose standard hourly rate placed them in the lower quartile

I, David Elliott (Chief Financial Officer), confirm that the information contained in this statement is accurate (Malhotra Care Homes Limited is a wholly owned subsidiary of Malhotra Group PLC and operates under the trade name of Prestwick Care).

**Published in 2023 for reporting requirements from 6 April 2021 – 5 April 2022**