

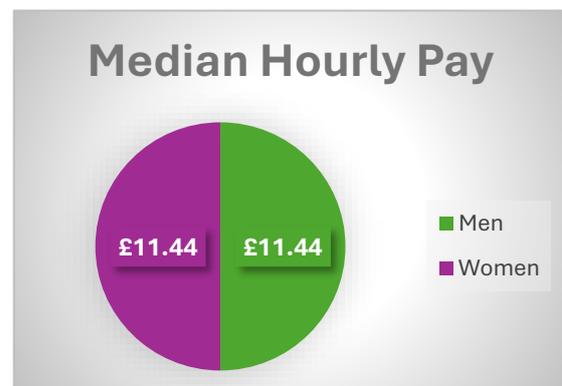
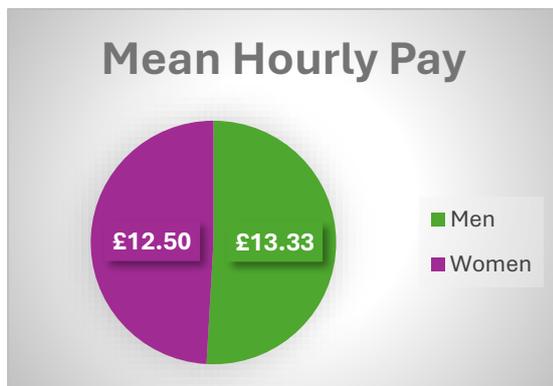
At the Health Transportation Group UK (HTG-UK) we are committed to our colleagues, enabling them to work in a supportive, flexible and equitable environment. This is reflected in our HTG-UK Values.



- ▶ **Environment**  
Working towards a Net Zero Carbon future and long-term sustainability
- ▶ **Diversity**  
Recognising diversity is a powerful force for positive change
- ▶ **Grow**  
Unlocking people's potential through innovation and investment
- ▶ **Social Value**  
Working with our communities to create opportunities and improve lives
- ▶ **Care**  
Delivering a caring service for our patients through Compassion, Assurance, Respect and Empathy
- ▶ **Respect**  
Patient respect and dignity is central to all we do

## Gender Pay Gap

Men and women are paid equally for carrying out equivalent jobs at HTG-UK. This assurance comes from having a robust process in place to review and benchmark pay across the organisation as well as across the patient transport sector. These reviews take place annually and are applied across all contract areas.



*In line with the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the data contained in this document is a snapshot of 5 April 2024.*

	Female	Male
Hourly Pay Quarter 1	53.21%	46.79%
Hourly Pay Quarter 2	43.64%	56.36%
Hourly Pay Quarter 3	50.90%	49.1%
Hourly Pay Quarter 4	44.5%	55.45%
Percentage of men and women receiving bonus pay	1.8%	3.5%
Mean (average) gender pay gap using bonus pay	50.8%	
Median pay gap using bonus pay	61.2%	

Gender pay gap analysis shows that HTG-UK has a higher proportion of men than women in higher-paid senior-level roles. Whilst we are consciously working towards re-addressing the imbalance, this created a gap in the overall average amount paid to men and women across the whole organisation.

## Actions to help close the gap

- We facilitate and encourage career development for both males and females and seniority levels of the organisation through in-house, external, and personal training and development.
- We support and normalise requests for flexible working and have a range of working patterns, contracts and opportunities open to all.
- We reward staff fairly within our pay system that provides equitable progression with policies in place that support gender equality (e.g., flexible working and family friendly policies).
- Our recruitment and selection processes aim to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- Interviews are structured with standardised questions asked of all candidates, and answers are graded based on the criteria.
- We continuously review our recruitment and employment policies to ensure they are fair, transparent, and non-discriminatory.
- The application of our workplace harassment policies (e.g., bullying & harassment policy, unacceptable behaviour policy and sexual misconduct policy) to effectively address concerns, cultivating a safe, respectful, and supportive environment.

The HTG-UK Executive Team works together with all our colleagues, to enable us all to be the very best version of ourselves, at work, to fulfil potential.



Derek Laird

**Chief Executive, Health Transportation Group UK.**