



Orchard Care Homes (Indigo Care Services Limited) Gender Pay Gap Regulation Statement

Foreword by Tom Brookes, Chief Executive Officer

Under the UK Government's new Gender Pay Gap regulation, companies need to report their gender pay gap, for those employing more than 250 employees.

Orchard Care Homes is a leading provider of care homes in the UK for over a decade. With a strong reputation in the care industry, we provide quality care primarily for the elderly.

Our ambition is to become one of the most trusted and respected care home providers in the UK.

We strongly believe that successful businesses harness the benefits of a truly diverse and inclusive culture. Women currently make up 60% of our Executive Management Team. We are proud of the progress we have already made towards gender equality in our business and we have a clear ambition to deliver a greater degree of diversity over the coming years.

In this report, we provide our gender pay gap information. We are clear on our ambition to do more to deliver opportunities for staff, as we move towards making Orchard Care Homes the care provider of choice.

Orchard Care Homes is committed to ensuring that our staff are not discriminated against because of their gender. Pay rates are based on equivalent job roles across the business. The workforce is made up of significantly more female than male employees, domestic and care staff are predominately women.

The quartiles show higher proportion of females across all of the quartiles, which is in line with the overall organisational gender split which is approximately 90% female and 10% male. To reduce our gender pay gap, we are committed to recruiting and promoting more females into senior management roles.

Orchard 27

Mean

| | | |
|---|--------|--------------|
| A | Male | 9.18 |
| B | Female | 9.31 |
| | | -0.13 |
| | | -1.42 |

Median

| | | |
|---|--------|-------------|
| A | Male | 8.25 |
| B | Female | 8.16 |
| | | 0.09 |
| | | 1.09 |

Quartile 1

| | | |
|---|--------|---------------------|
| A | Male | 25 |
| B | Female | 296 |
| | | 7.8 male |
| | | 92.2 females |

Quartile 2

| | | |
|---|--------|---------------------|
| A | Male | 37 |
| B | Female | 284 |
| | | 11.5 male |
| | | 88.5 females |

Quartile 3

| | | |
|---|--------|---------------------|
| A | Male | 35 |
| B | Female | 286 |
| | | 10.9 male |
| | | 89.1 females |

Quartile 4

| | | |
|---|--------|---------------------|
| A | Male | 32 |
| B | Female | 289 |
| | | 10.0 male |
| | | 90.0 females |

Proportion of employees receiving bonus

| | |
|---------|-------|
| Male | 3.34% |
| Females | 3.28% |

Mean 44%

Median 66%

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Gender Pay Gaps at a snap shot date in time April 2017.

The information provided below are our results.

- a. Mean gender pay gap was -1.42%
- b. Median gender pay gap was 1.09%
- c. Mean bonus pay gap was 44%
- d. Median bonus pay gap was 66%
- e. Proportion of males receiving a bonus was 3.34% and the proportion of females receiving bonus was 3.28%

| Quartiles | Women | Men |
|------------------|--------------|------------|
| Upper | 90% | 10% |
| Middle | 89.10% | 10.9% |
| Lower middle | 88.5% | 11.5% |
| Lower | 92.2 % | 7.8% |