



Gender Pay Gap Report

as at 5 April 2018

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Droitwich • March 2019
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Who we are

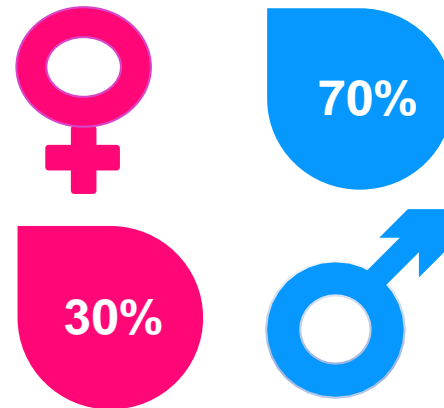
Air Liquide Homecare (ALHC) provides healthcare products and services that help protect vulnerable lives across the country.

We recognise the people that we employ are key to the effectiveness and success of our business, providing a safe culture for employees and service users alike. To achieve this we believe that individuals with different cultures, perspectives and experiences are at the heart of Air Liquide Homecare values.

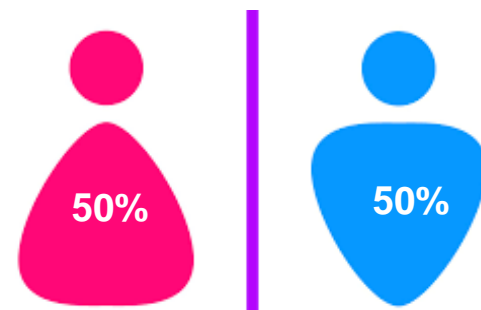
Here at Air Liquide Homecare we are guided by our values in everything we do, and recognise that being a diverse and inclusive employer helps us fulfil our responsibility to make a difference for our service users. We seek to develop a work environment where we treat all employees as individuals, fairly and in a consistent way, and we pride ourselves on being an equal opportunity employer.

In this report, we provide our gender pay gap information for our UK Homecare business; identify the cause of the pay gap and outline our plans to close this gap. We continue to work towards our vision of a more diverse workplace.

Gender balance of ALHC employees



Gender balance of leadership team

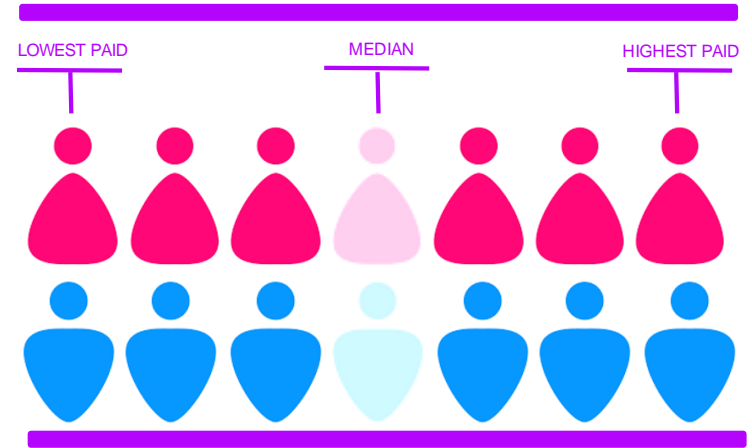


What is a gender pay gap?

If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, the **median gender pay gap** compares the pay of the female in the middle of their line and the pay of the middle man.

The gender pay gap is not the same as equal pay and does not measure this. **Equal pay** is where an employee, whether male or female receives the same rate of pay for completing the same job.

The gender pay gap uses averages as defined by the government and does not account for any roles undertaken by employees. If different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.



Calculating the pay gap?

The data used for this report is a snapshot of information taken at 5th April 2018. The information provided in this report is submitted for Air Liquide Homecare Ltd who **at this time employed 342 people**.

In this report we share the result of our gender pay gap which looks at the mean and median pay gaps between men and women's hourly pay and bonuses.

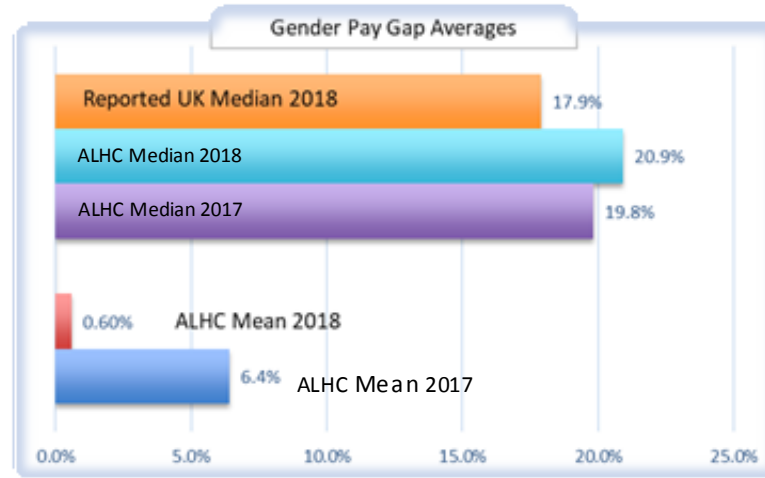
Understanding the pay gap

342
employees

Air Liquide Homecare Ltd is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation, and the length of service that our employees have.

The **median gender pay gap** in ALHC has **increased slightly** since last year to **20.9%**. This reason for this remains due to the high number of male employees that undertake technical roles which account for almost 59% of our posts.

At **0.6%** the **mean gender pay gap** has **significantly reduced** since our 2017 report and remains lower than that of the UK average. The gap has closed mainly due to hiring additional females in management positions.



The **mean & median gender bonus gap** for Air Liquide Homecare Ltd are **-43%** and **-146.8%**. This tells us that on average women received a higher bonus amount.

The proportion of **men at Air Liquide Homecare Ltd who received a bonus was 35%, while for women it was 19%**. The percentage of women receiving bonuses has increased since 2017.

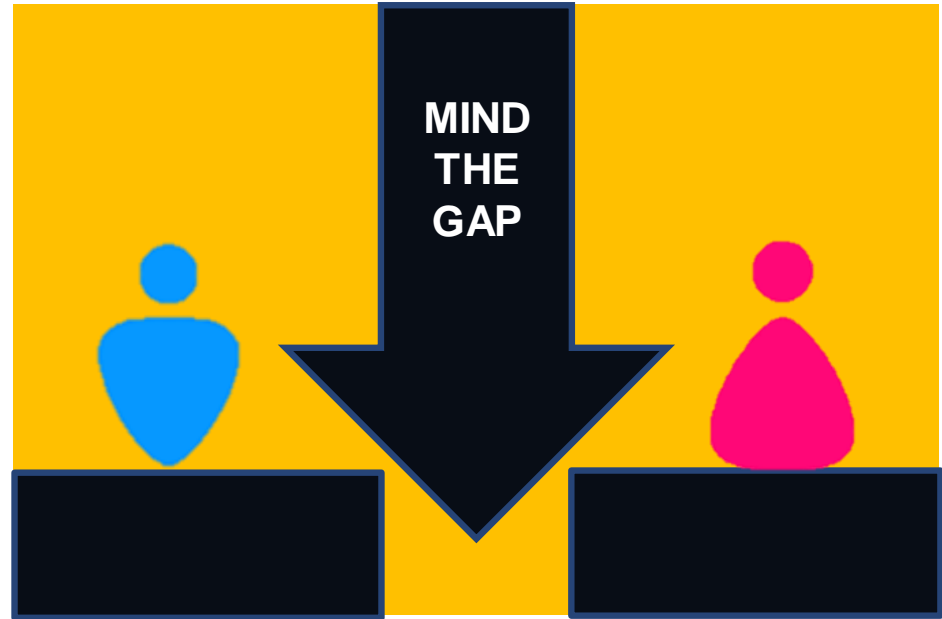
Our set of figures for the gender bonus gap are heavily shaped by a large group of employees whose entitlement to bonus pay deviate from the standard bonus policy.

Closing the gender pay gap

While Air Liquide Homecare has made big strides in closing the mean gender pay gap over the last year, there are still improvements to make to help to reduce the median pay gap. We are not complacent on this subject, and are committed to doing everything that we can to reduce the gap.

We understand that this will not be achieved overnight and that there is no single, or quick fix. Our focus will remain on being an equal pay employer while continuing to nurture family friendly policies and where possible offer roles as job-share or part time opportunities.

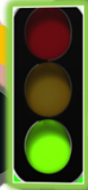
Our ambition is to attract, develop and retain talent across the business creating a diverse, representative and engaged workforce.



Our road to success



We have achieved our target of having **women in 50% of Management & Professional** roles by 2020. This has already been achieved in the Strategic Leadership Team.



We have launched an internal **apprenticeship scheme within ALHC**, to enable employees to gain professional qualifications. 29% of learners are female, representing the demographic of the business.



We are hopeful that the diversification of the business into new markets should help to attract a new and more diverse talent pool

We are planning the introduction of a new external **apprenticeship scheme** within ALHC, which according to uptake statistics should attract a more diverse pool of candidates.



We will continue to create an evidence base: to **identify any barriers to gender equality** and inform priorities for action, in 2019 Air Liquide Homecare Ltd will introduce further gender monitoring statistics

Statutory Disclosures

Mean and median pay and bonus gap		
	MEAN	MEDIAN
Gender Pay Gap	0.60%	20.90%
Gender Bonus Gap	-43.40%	-146.80%

Proportion of employees receiving a bonus



Proportion of employees in each pay quartile		
PAY QUARTILE	MALE	FEMALE
Upper	64%	36%
Upper Middle	92%	8%
Lower Middle	76%	24%
Lower	51%	49%

Declaration

We confirm the information and data reported is accurate as of the 5th April 2018

Jude Livingston
Managing Director

Kirsty FitzPatrick
Head of Human Resources