



Life Style Care Plc

Gender Pay Gap Report April 2017

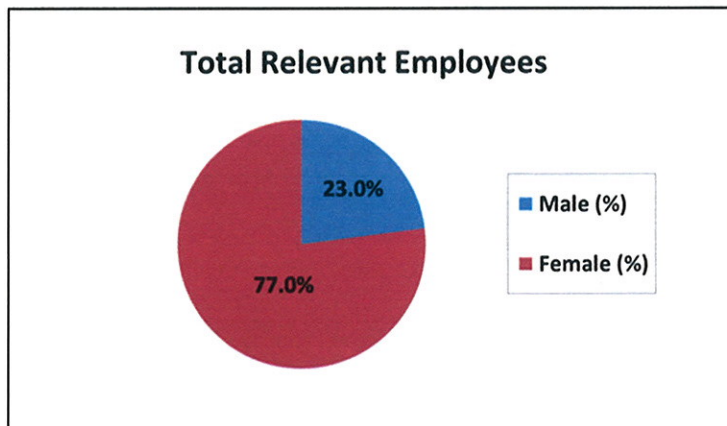
Introduction

From April 2017 all organisations that employ over 250 employees are required to report to report their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a standard time period regardless of their role seniority.

It is distinct from equal pay, which is about ensuring men and women are paid the same for carrying out work of equal value. We believe we meet our equal pay obligations.

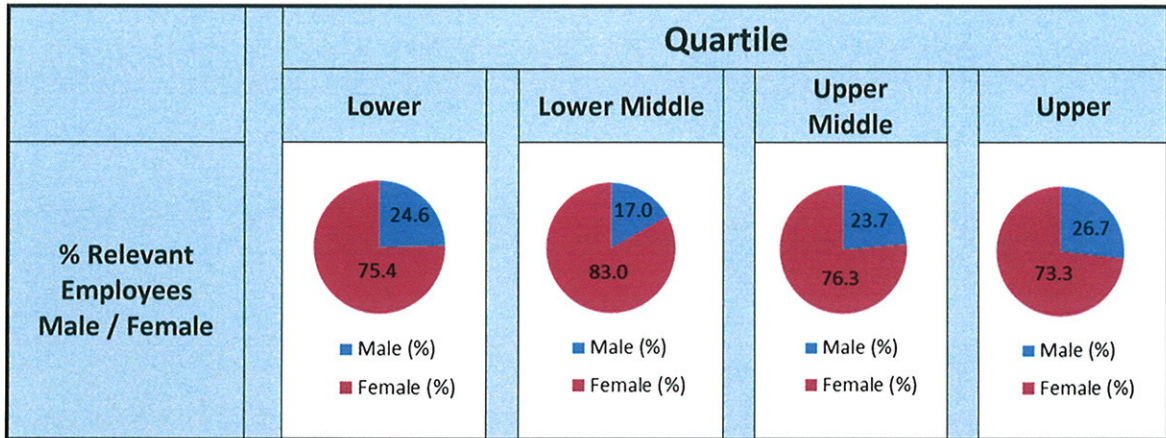
It should be noted that Life Style Care's work force consists of significantly more females than males. This predominance of females has a significant influence on the overall gender pay gap.

Key Findings



Total Relevant Employees	
Average	Gap (%)
Mean	9.3%
Median	1.8%

No bonus payments were made within the reporting period for both male and female employees.



How to Reduce the Gender Pay Gap

Life Style Care has identified two key areas we want to address in response to our 2017 gender pay gap results.

Step One:

By early publication of our Gender Pay Gap report we hope to create a positive impact on recruitment and retention and ensure potential employees favour employment with Life Style Care because we are open to the challenge of reducing gender pay gaps.

Step Two:

We are keen to introduce strategies that promote diversity and equality. The aim of this is to secure the widest possible pool of choice for candidates in under-represented groups.

Summary

I confirm that the information used is accurate and that Life Style Care plc remains committed to the principle of gender equality and these pay gap results are in line with mandatory requirements.

David Penney
Director
Life Style Care plc