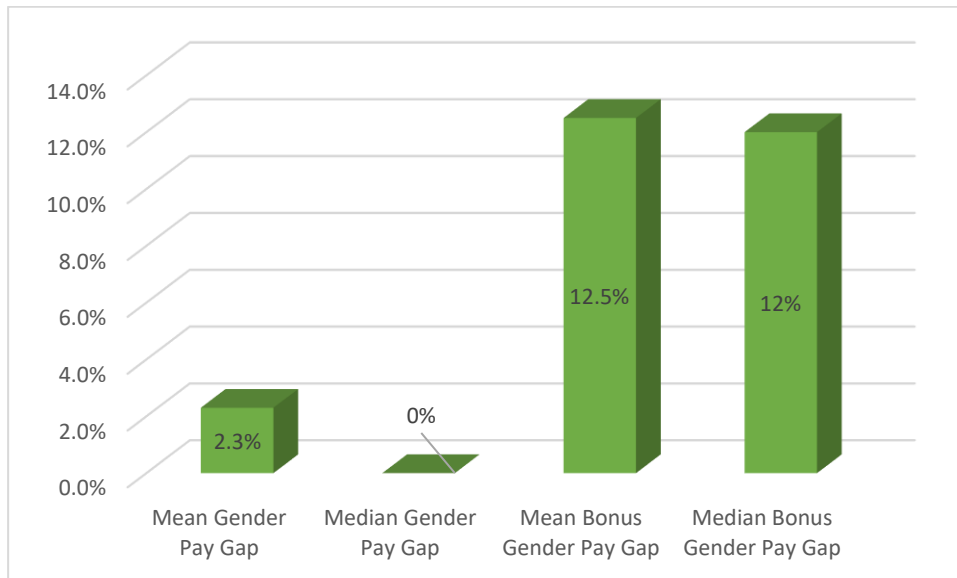


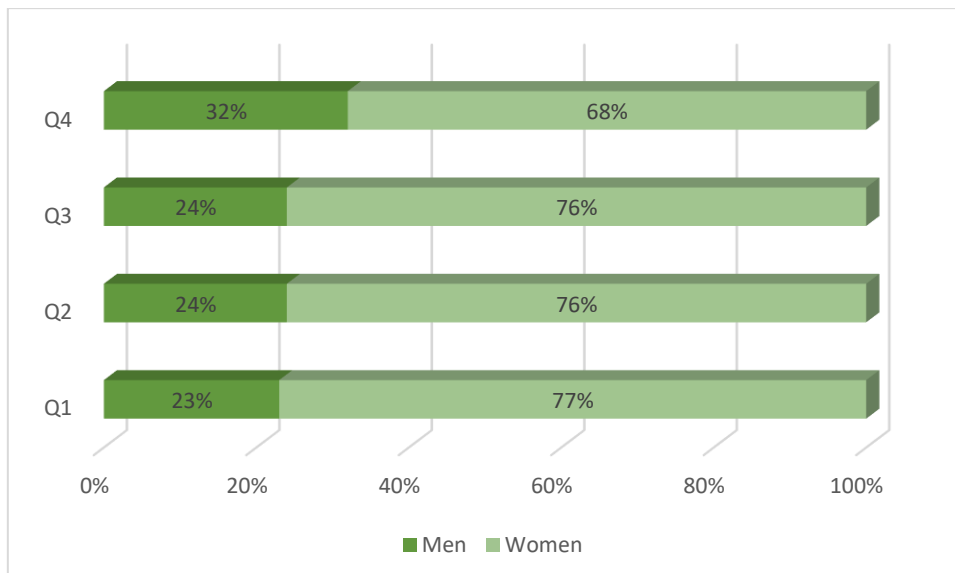
Gender Pay Gap Report

April 2022

This is our annual gender pay gap report for the snapshot date of 5 April 2022, which reflects 1168 employees:



The percentage of men and women in each quartile is shown below



Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value

Eden Futures is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have developed a clear Equality, Diversity and Dignity at Work Policy outlining that we pay employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

At Eden Futures, we pay men and women for the same or equivalent work.

Eden Futures is similar to many organisations within the Health and Social Care sector in that there is a high proportion of women working in all areas of the business. The first three quartiles of staff members are made up entirely of Support Workers, which is why the median pay gap stands at 0%.

Within Q4, we have a slightly higher proportion of men where there are management and executive roles, compared to Q1, Q2 and Q3. The Executive Team is predominantly made up of women (including the CEO) which means that the overall mean (averaged) pay gap stands at just 2.3%.

How we will continue to reduce a gender pay gap

We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make. As part of reviewing our recruitment practices, staff development, career pathways and HR metrics, Eden Futures can take the following steps to understand:

- the number of men and women applying for jobs and being recruited;
- the number of men and women applying for and getting promotions;
- the number of men and women leaving our organisation and their reasons for leaving;
- the number of men and women working flexibly and their level within our organisation;
- the number of men and women who return to their original job after maternity or other parental leave; and
- the number of men and women still working a year after they took maternity or other parental leave.

We will continue to review our gender pay information and support our employees and implement the right people strategies to enhance our culture.

We confirm that all calculations have been carried out in line with the guidance and regulations, with all efforts made to ensure a robust and methodical approach to the production of our findings.