



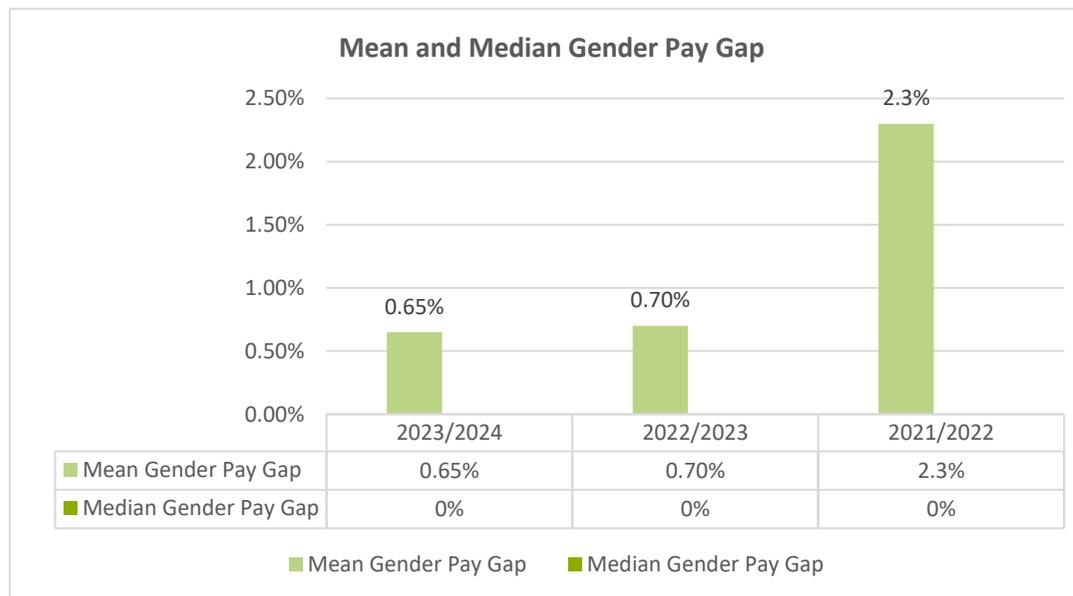
Gender Pay Gap Report

Snapshot date: 05 April 2024

Date published: March 2025

Eden Futures is a leading Supported Living provider within the Health and Social Care sector. We are committed to transforming lives through exceptional support services for individuals with learning or physical disabilities, acquired brain injuries, autism, or mental illness. This report presents an analysis of our gender pay gap data, reflecting our ongoing commitment to our people and culture within the framework of our people strategy.

The data provided in this report reflects 1506 employees as of the snapshot date.





Mean Gender Pay Gap overview

The trend in the mean gender pay gap shows a consistent reduction over the three-year period. From 2.3% in 2021, the gap has narrowed to just 0.65% as of the snapshot date in April 2024.

This downward trajectory is a positive indicator of progress towards closing the gender pay gap. We continue to have measures in place to ensure equitable pay across roles and levels, and the company is actively monitoring and addressing disparities.

Median Gender Pay Gap Reporting overview

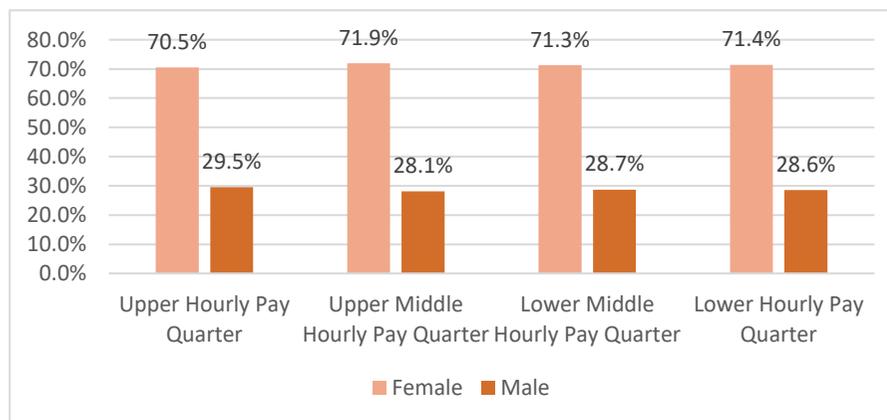
A static 0% median gender pay gap across three years is an excellent result, reflecting there is no skew caused by higher or lower earners in either gender group and further strengthens the message of gender pay equity within our company.

This is especially important in the Health and Social Care sector, where national averages often show a higher gap.

Pay quartile distribution and overview

The distribution of male and female employees across pay quartiles is consistent. Each quartile shows approximately 70–72% female representation, with a corresponding 28–30% male representation. This closely reflects our overall workforce composition (71% female, 29% male) and indicates a fair and proportional representation of females at all levels of pay within the organisation.

Importantly, women are well represented in the upper quartile, reflecting female progression into senior decision-making positions. This is a significant positive trend, particularly in contrast to national data where women are often underrepresented in higher pay quartiles.





Workforce demographics and leadership composition

Total staff as of the snapshot date: 1073 females, 433 males (71% female)

Executive Team: 5 females, 4 males

CEO: Female

Eden Futures' gender balance aligns with broader sector trends in Health and Social Care, where a higher percentage of female employees is typical. The Executive team having a majority of women, including a female CEO, further demonstrates our company's commitment to gender equality at the highest levels of leadership.

This provides visible role models for female employees and reinforces a culture of inclusive leadership. This also contributes positively to the narrowing of the gender pay gap, as leadership diversity has been shown to drive more equitable workplace practices.

Culture and values

Our People Strategy sets out the strategic direction for our staff and sets out how we will enable the delivery of our vision and strategic aims, underpinned by our values of: **Brave, Honest, Caring and Compassionate, Positive, Professional and Responsive.**

Our intention is to build a workforce that is happy, resilient and able to fulfil their potential as we develop and grow our services. We ensure that our staff experience is a positive one throughout the employee lifecycle to attract and retain the best people and be able to change and adapt to provide excellent care and support and meet the needs of our service users.

We have 3 key overarching ambitions:

- ✓ To attract and retain our people
- ✓ To make sure that their health and wellbeing is supported so that our people feel well at work
- ✓ To give our people the opportunity to learn, develop and progress

At Eden Futures, where our people are at the heart of our purpose, we've taken significant steps to enhance our People Strategy that we introduced in October 2022. By focusing on these strategic enhancements, we have demonstrated our commitment to be an employer of choice, ensuring our teams feel valued, engaged and equipped to succeed.



As part of our ongoing people strategy, we remain dedicated to nurturing a work environment that champions equality, diversity, and professional growth. We are constantly evaluating and evolving our practices to ensure that our workforce feels valued, respected, and equally represented at all levels.

Summary

Our gender pay gap report is a reflection of our commitment to transparency, fairness, and continuous improvement. We are proud of our progress in fostering an inclusive workplace and remain dedicated to advancing our people strategy, ensuring that Eden Futures continues to be a place where talent thrives, irrespective of gender.

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

A handwritten signature in black ink, appearing to read "H. Stokes".

Helen Stokes

Chief Executive Officer