

# MALHOTRA GROUP PLC

## GENDER PAY GAP REPORT (STATISTICS FOR 2019-2020)

Malhotra Group PLC has set out its annual gender pay gap report below in compliance with Government reporting guidance. This is the fourth year we have completed such analysis since the reporting guidance was implemented. We welcome the opportunity to analyse our data and are pleased to confirm that our results once again demonstrate that we have a significantly lower gender pay gap differential when compared to the Office for National Statistics (ONS) and Annual Survey of Hours and Earnings (ASHE) statistics.

The 'gender pay gap' is not to be confused with equal pay disparity, which occurs if a member of the opposite sex is paid less for doing the same or broadly similar work, work rated as equivalent, or work of equal value. Even though our data demonstrates a small mean gender pay gap, there are no reported equal pay issues at Malhotra Group PLC.

This report is published in March 2021 and relates to the period between 6 April 2019 to 5 April 2020. Our statistics for this period have been affected by the Coronavirus pandemic, like many other organisations. Much of our leisure staff have been placed on furlough due to the closure of our leisure sites during restricted tiers and compulsory lockdowns. Unfortunately, we have also had to make a number of redundancies across these sites due to the pandemic and resultant loss of income.

During the specified period in 2019-2020, the gender pay gap calculations of male and female employees were as follows:

- Mean gender pay gap 8.00%
- Median gender pay gap 0.00% (gender neutral)
- Mean gender bonus gap -317.31% (in favour of females)
- Median gender bonus gap for Malhotra Group PLC 0.00% (gender neutral)

The proportion of female employees in Malhotra Group PLC who received a bonus was 3.89% (25 of 643 female employees) and the proportion of male employees receiving a bonus was 2.36%<sup>1</sup> (3 of 127 male employees). It is clear that the limited bonus pool distorts the average and that the average bonus paid between males and females is neutral when analysing the mean bonus gap.

### **What are the underlying reasons for our gender pay gap?**

Malhotra Group PLC is committed to the principles of 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 a clear practice of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). As such, (amongst other measures) we carry out pay

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<sup>1</sup> The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

and benefit audits at regular intervals, staff surveys and the evaluation of job roles and pay grades to ensure a fair structure.

Our commitment to equal treatment is demonstrated in the table annexed below depicting pay quartiles by gender. This table shows our workforce divided into four equal-sized groups based on hourly pay rates, with Quartile I depicting the highest-paid 25% (the upper quartile) and Quartile IV including the lowest-paid 25% of employees (the lower quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Quartile. For example, 87.00% of our employees in Quartile IV are women and 13.00% are men. This is principally due to the high proportion of females employed as carers across our 14 Care Homes.

### **How does Malhotra Group PLC's gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap. We are pleased to report that Malhotra Group PLC's pay gap compares extremely favourably with that of other organisations, including those within our three business sectors of Care, Leisure and Property.

The median gender pay gap for the whole economy (according to the provisional 2020 figures provided by the Office for National Statistics (ONS) in the Annual Survey of Hours and Earnings (ASHE)) is 15.5%. At 0.00%, Malhotra Group PLC's median gender pay gap is, therefore, significantly lower than the ONS median, and demonstrates our pay neutrality.

The proportion of females at Malhotra Group PLC who received a bonus in the 12 months up to 5 April 2020 was 3.89%, while for men this was 2.36%. However, this is reflective of the female to male ratios in our workforce (643 female and 127 males) and is due to the higher proportion of females being employed in a senior role within our Care sector.

### **What is Malhotra Group PLC doing to address its gender pay gap?**

Whilst our gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject that we are complacent about, and we are committed to doing everything that we can to ensure pay parity. However, we also recognise that our scope to act is limited in some areas. We have, for example, no direct control over the subjects that individuals choose to study or the career choices that they make, or the predominance of gender of applicants that apply for positions within our organisation. These pre-determined factors therefore have a direct bearing on the number of male to female ratios in both sectors in which we operate.

We recognise that none of our current initiatives will, of itself, remove the gender pay gap completely - and it may be several years before some have any impact at all. In the meantime, Malhotra Group PLC is committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making. Any further initiatives launched throughout the year will be reported on the Group website and in our internal employee newsletter (The Insider).

**Published March 2021 for Period 6 April 2019 – 5 April 2020**

Appendix 1

Pay quartiles by gender

<b>Quartile</b>	<b>Males</b>	<b>Females</b>	<b>Description</b>
I	22.3% (43)	77.7% (150)	Includes all employees whose standard hourly rate placed them in the upper quartile
II	18.2% (35)	81.80% (157)	Includes all employees whose standard hourly rate placed them above the median but at or below the upper quartile
III	12.4% (24)	87.6% (169)	Includes all employees whose standard hourly rate placed them above the lower quartile but at or below the median
IV	13.00% (25)	87.00% (167)	Includes all employees whose standard hourly rate placed them in the lower quartile

I, Andrew McColl (Finance Director), confirm that the information in this statement is accurate.

# MALHOTRA CARE HOMES LIMITED

## GENDER PAY GAP REPORT (STATISTICS FOR 2019-2020)

Malhotra Care Homes Ltd has set out its annual gender pay gap report below in compliance with Government reporting guidance. This is the fourth year we have completed such analysis since the reporting guidance was implemented. We welcome the opportunity to analyse our data and are delighted to confirm that our results once again demonstrate that we have a significantly lower gender pay gap differential when compared to the Office for National Statistics (ONS) and Annual Survey of Hours and Earnings (ASHE) statistics.

The 'gender pay gap' is not to be confused with equal pay disparity, which occurs if a member of the opposite sex is paid less for doing the same or broadly similar work, work rated as equivalent, or work of equal value. We do not have a gender pay gap and there are no reported equal pay issues at Malhotra Care Homes Ltd.

This report is published in March 2021 and relates to the period between 6 April 2019 to 5 April 2020. Our statistics have been affected by the Coronavirus pandemic, like many other organisations. A proportion of employees have been placed on furlough due to the fact that they are 'Clinically Extremely Vulnerable' and shielding. Fortunately, we have not had to make any redundancies in our Care sector as our Homes (although affected by reduced occupancy) have operated throughout the pandemic, and supported the NHS offering respite for residents discharged from hospital.

During the specified period in 2019-2020, the gender pay gap calculations of male and female employees were as follows:

- Mean gender pay gap -0.74% (in favour of females)
- Median gender pay gap 0.00% (gender neutral)
- Mean gender bonus gap -492.75% (in favour of females)
- Median gender bonus gap 0.00% (gender neutral)

The proportion of female employees in Malhotra Care Homes Ltd who received a bonus was 4.65% (20 of 430 female employees) and the proportion of male employees receiving a bonus was 1.18%<sup>1</sup> (1 of 85 male employees). It is clear that the limited bonus pool distorts the average and that the average bonus paid between males and females is neutral when analysing the mean bonus gap.

### **What are the underlying reasons for our gender pay gap?**

Malhotra Care Homes Ltd is committed to the principles of 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 a clear practice of paying employees equally for the same or equivalent work, regardless of their sex (or any other protected characteristic). As such, (amongst other measures) we carry

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<sup>1</sup> The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

out pay and benefit audits at regular intervals, staff surveys and evaluate job roles and pay grades to ensure a fair structure.

Our commitment to equal treatment is demonstrated in the table annexed below depicting pay quartiles by gender. This table shows our workforce divided into four equal-sized groups based on hourly pay rates, with Quartile I depicting the highest-paid 25% (the upper quartile) and Quartile IV including the lowest-paid 25% of employees (the lower quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Quartile. For example, 89.3% of our employees in Quartile IV are women and 10.7% are men. This is principally due to the high proportion of females employed as carers across our 14 Care Homes.

### **How does Malhotra Care Homes Ltd gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap. We are pleased to report that Malhotra Care Homes Ltd pay gap compares extremely favourably with that of other organisations in the Social Care Sector.

The median gender pay gap for the whole economy (according to the provisional 2020 figures provided by the Office for National Statistics (ONS) in the Annual Survey of Hours and Earnings (ASHE)) is 15.5%. At 0.00%, Malhotra Group PLC's median gender pay gap is, therefore, significantly lower than the ONS median, and demonstrates our pay neutrality.

The proportion of females at Malhotra Care Homes Ltd who received a bonus in the 12 months up to 5 April 2020 was 4.65%, while for men this was 1.18%. These figures are reflective of the female to male ratios in our workforce (430 female and 85 males) and due to the higher proportion of females being employed in a senior role within our organisation.

### **What is Malhotra Care Homes Ltd doing to address its gender pay gap?**

Whilst our gender pay gap compares favourably with that of organisations across the whole UK economy, this is not a subject that we are complacent about, and we are committed to doing everything that we can to ensure pay parity. However, we also recognise that our scope to act is limited in some areas. We have, for example, no direct control over the subjects that individuals choose to study or the career choices that they make, or the predominance of gender of applicants that apply for positions within our organisation. These pre-determined factors therefore have a direct bearing on the number of male to female ratios in the sector in which we operate.

We recognise that none of our current initiatives will, of itself, remove the gender pay gap completely - and it may be several years before some have any impact at all. In the meantime, Malhotra Care Homes Ltd is committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress that we are making. Any further initiatives launched throughout the year will be reported on the Group website and in our internal employee newsletter (The Insider).

**Published March 2021 for Period 6 April 2019 – 5 April 2020**

Appendix 1

Pay quartiles by gender

<b>Quartile</b>	<b>Males</b>	<b>Females</b>	<b>Description</b>
I	18.6% (24)	81.4% (105)	Includes all employees whose standard hourly rate placed them in the upper quartile
II	18.8% (24)	81.3% (104)	Includes all employees whose standard hourly rate placed them above the median but at or below the upper quartile
III	14.0% (18)	86.0% (111)	Includes all employees whose standard hourly rate placed them above the lower quartile but at or below the median
IV	14.7% (19)	85.3% (110)	Includes all employees whose standard hourly rate placed them in the lower quartile

I, Andrew McColl (Finance Director), confirm that the information in this statement is accurate (Malhotra Care Homes Limited is a wholly owned subsidiary of Malhotra Group PLC and operates under the trade name of Prestwick Care).