

MALHOTRA GROUP PLC

GENDER PAY GAP REPORT - STATISTICS FOR 2021/2022

Our Annual Gender Pay Gap report is set out below in compliance with Government reporting guidance. We are pleased to confirm that our results once again demonstrate that we have a significantly lower gender pay gap differential in comparison to the Office for National Statistics (ONS) and Annual Survey of Hours and Earnings (ASHE) statistics.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. The 'gender pay gap' is not to be confused with equal pay disparity. Equal pay disparity 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.

This report relates to the period between 6 April 2021 to 5 April 2022. Even though our data demonstrates a small mean gender pay gap, Malhotra Group PLC has no reported equal pay issues. Like many other companies, we were affected by the Coronavirus pandemic. Fortunately, the Group as a whole proved to be fairly resilient due to the diverse nature of its income streams.

Our gender pay gap calculations of male and female employees were as follows:

- Mean gender pay gap 4.03%
- Median gender pay gap 0.00% (gender neutral)
- Mean gender bonus gap 0.00% (gender neutral)
- 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 0.00% (0 of 760 female employees), and the proportion of male employees receiving a bonus was also 0.00%¹ (0 of 239 male employees).

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 our employees. 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

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

carry out pay and benefit audits at regular intervals, staff surveys and the evaluation of job roles and pay grades to ensure a fair pay structure is implemented throughout the Company.

Our commitment to equal treatment is demonstrated in the table annexed below, which depicts 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 representing 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, 77.2% of our employees in Quartile IV are women, and 22.8% are men. This is principally due to the high proportion of females employed as carers across our 15 Care Homes.

How does Malhotra Group PLC's gender pay gap compare with 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 2021 figures provided by the Office for National Statistics (ONS) in the Annual Survey of Hours and Earnings (ASHE)) is 14.9%. At 0.00%, Malhotra Group PLC's median gender pay gap is significantly lower than the ONS median, demonstrating our pay neutrality.

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. 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, the career choices they make, or the predominance of the 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 the measures we are taking 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).

Appendix 1

Pay quartiles by gender

Quartile	Males	Females	Description
I	32.5% (81)	67.5% (168)	Includes all employees whose standard hourly rate placed them in the upper quartile
II	21.2% (53)	78.8% (197)	Includes all employees whose standard hourly rate placed them above the median but at or below the upper quartile
III	19.2% (48)	80.8% (202)	Includes all employees whose standard hourly rate placed them above the lower quartile but at or below the median
IV	22.8% (57)	77.2% (193)	Includes all employees whose standard hourly rate placed them in the lower quartile

I, David Elliott (Chief Financial Officer), confirm that the information contained in this statement is accurate.

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