



HALLMARK

LUXURY CARE HOMES

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GENDER PAY GAP STATEMENT

At Hallmark Care Homes our vision is to be recognised as the leading provider of high quality, relationship-centred care for all residents. We believe that the desire to help others is one of the most valuable elements of human nature and here at Hallmark we believe that every team member has the ability to make a positive contribution to the lives of others. We truly care about our team members; supporting and guiding them as we would our family. We pride ourselves on promoting a diverse working culture and environment.

Our approach to pay is gender neutral, which means that men and women are paid equally for doing equivalent jobs. Hallmark regularly reviews pay levels across all roles within the organisation. We have strong female representation throughout our workforce, women comprise 75.6% of our total workforce.

All companies who employ over 250 team members are required to report annually how they pay their male and female team members. The information provided is based on Hallmark's pay and bonus data as a snapshot on 5 April 2025. The Gender Pay information measures the difference between average male and female earnings across a group of workers, regardless of their role. This is expressed as a percentage of male earnings.

RESULTS:

Difference between male and female pay:

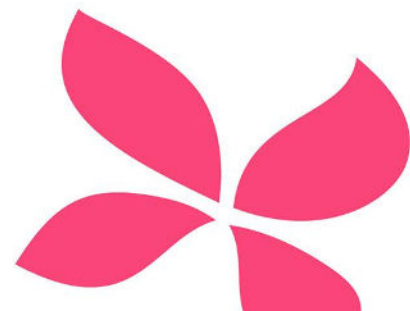
- Median Pay Gap: 0.3%
- Mean Pay Gap: 5.4%

Proportion of women in each pay quartile:

- Top Quartile: 71.9%
- Upper middle quartile 77.0%
- Lower middle quartile 74.6%
- Lower quartile 78.8%

Bonus Pay Gap:

- Mean Gender Pay Gap using bonus pay 46.13%
- Median Gender Pay Gap using bonus pay 4.42%
- Percentage of women receiving bonus 1.5%
- Percentage of men receiving bonus 1.6%



Our initial analysis shows that our overall median gender pay gap of 0.3% achieves our ambition for gender neutral pay and our mean pay gap of 5.4% sits 2.4% lower than the UK national average of 7.8% within Health and Social Care (Department of Health and Social Care 2024). We accept that there is always work to do, however we continue to be proud of our gender neutral approach to pay, recruitment and general policies. Our mean pay gap has varied very little year on year since the commencement of reporting which also demonstrates our commitment to closing the gender pay gap further.

Bonuses were paid to 1.5% of female team members and 1.6% of male team members. The difference between bonuses paid to men in comparison to women shows a positive mean figure identifying that on average women are paid more bonus than men, however this is likely to reflect the fact that more women are employed in roles that attract commission.

We confirm that our gender pay gap data calculations are accurate and meet the requirements of the Regulations.

Aneurin Brown

CEO

