

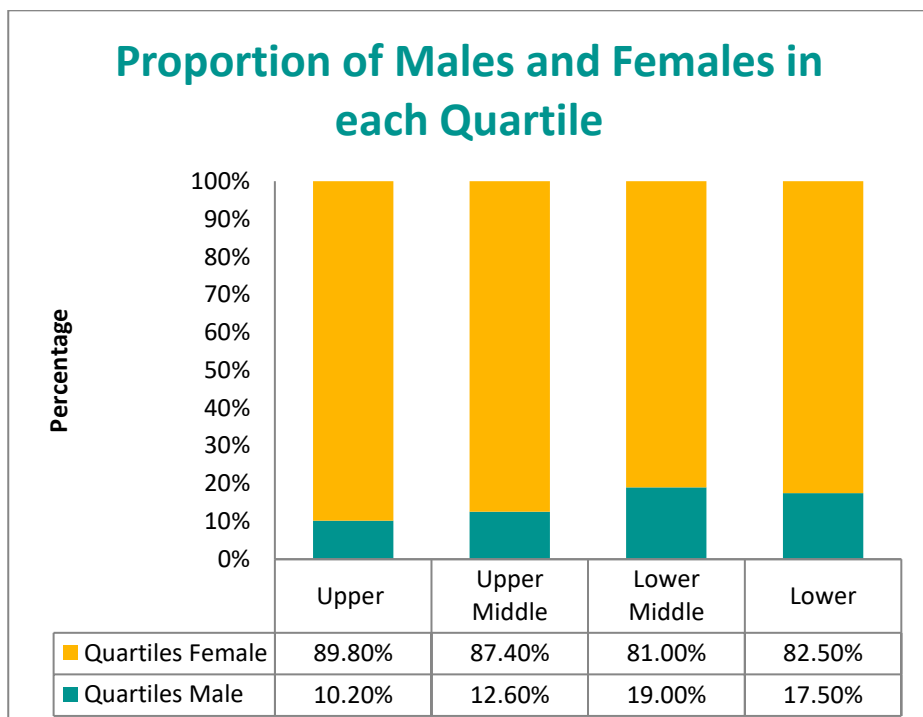
GENDER PAY GAP REPORT 2020

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

HEADLINE GENDER PAY FIGURES

The information below shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5 April 2020.

Pay and Bonus Gap		
	Median	Mean
Gender Pay Gap	2.89%	4.76%
Quartiles		
	Male	Female
Upper	10.20%	89.80%
Upper Middle	12.60%	87.40%
Lower Middle	19.00%	81.00%
Lower	17.50%	82.50%



UNDERSTANDING THE GAP

At the reporting date Vivo employed 75 men and 438 women. This profile reflects the nature of the social care sector.

Vivo's workforce is made up of significantly more female than male staff, and the lower paid roles of support workers constitute the majority of the workforce.

With respect to the mean hourly rate, this gap is a statistical distortion caused by a small male population; males account for 14.62% of the workforce based on headcount, 15.41% based on FTE.

Vivo believes in being an inclusive and diverse organisation where everyone has the opportunity to reach their full potential. For example, we offer flexible working at all levels to encourage people to be able to work with Vivo alongside any family commitments.

I confirm that the data reported is accurate.

GARY HYDE
DIRECTOR OF CORPORATE SERVICES