

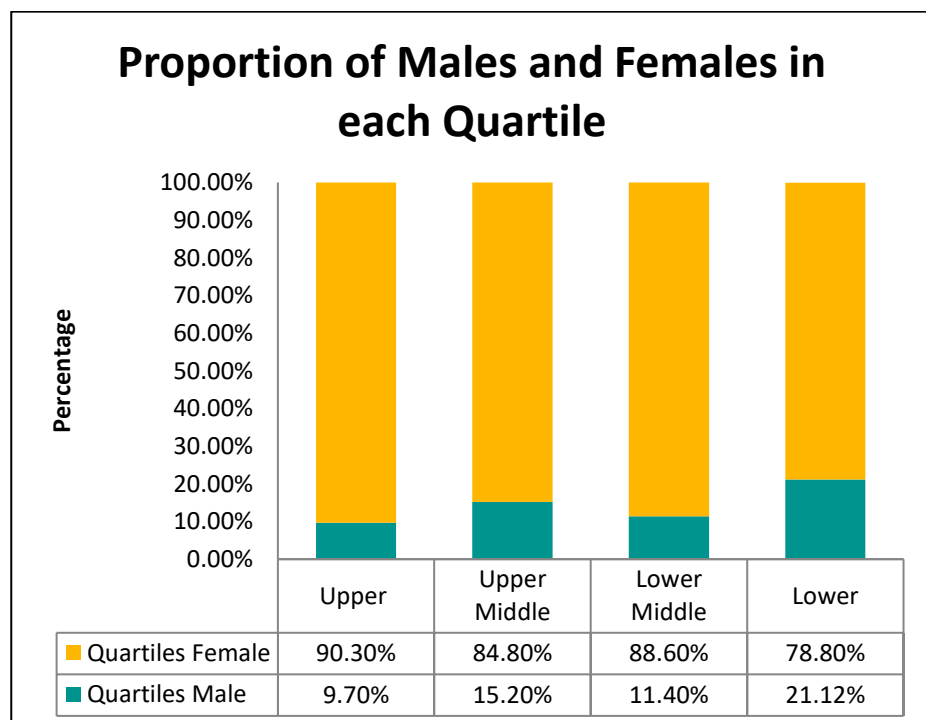
## GENDER PAY GAP REPORT 2021

Under 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 2021.

Pay and Bonus Gap		
	Median	Mean
Gender Pay Gap	1.30%	10.58%
Quartiles		
	Male	Female
Upper	9.70%	90.30%
Upper Middle	15.20%	84.80%
Lower Middle	11.40%	88.60%
Lower	21.12%	78.80%



### UNDERSTANDING THE GAP

At the reporting date Vivo employed 65 men and 408 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 13.74% of the workforce based on headcount, 14.95% based on FTE.

There is no bonus pay gap. Each employee received a one-off bonus payment of the same amount.

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**