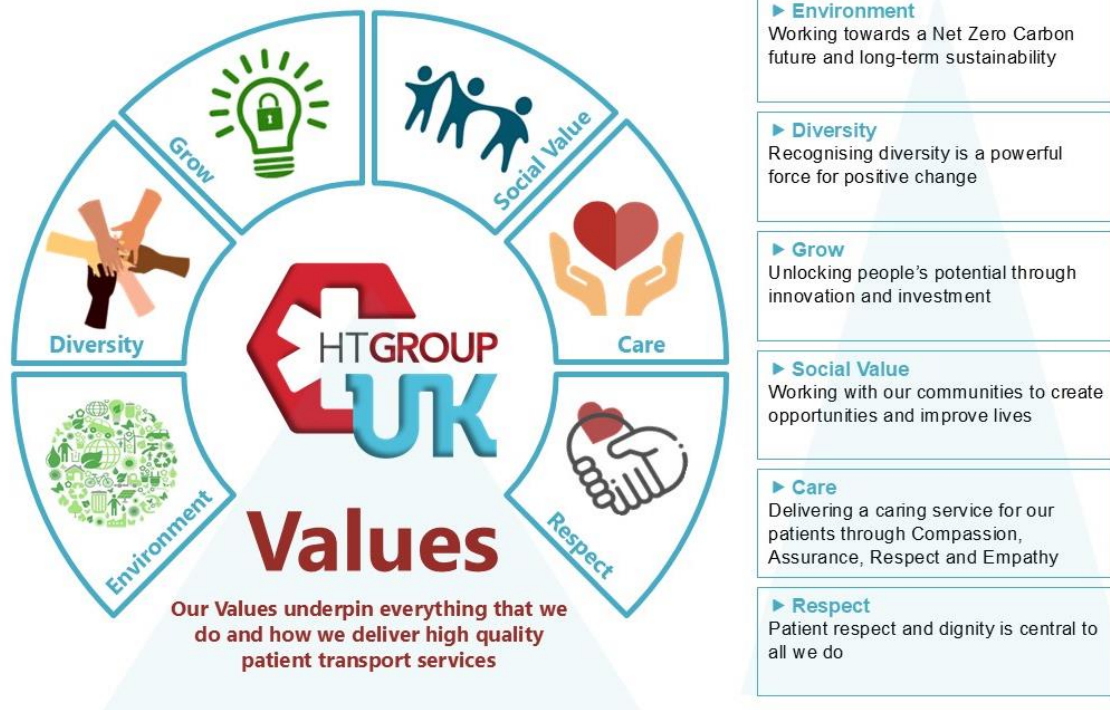
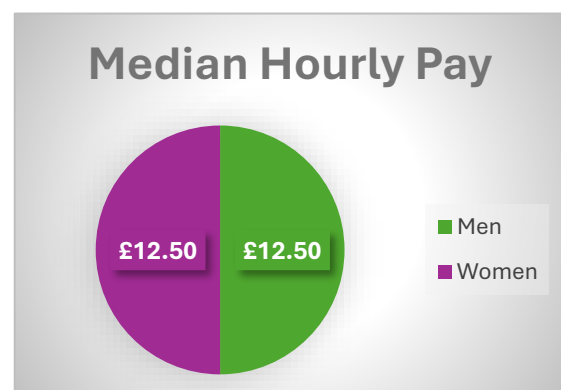
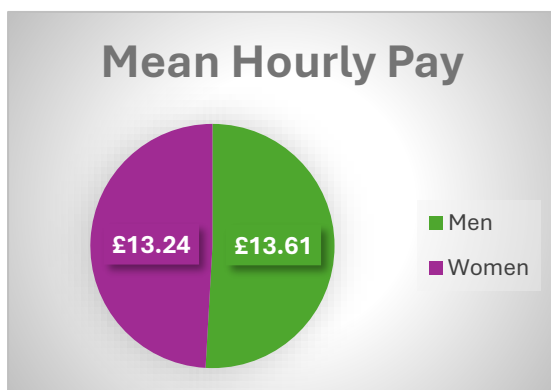


At the Health Transportation Group UK (HTG-UK) we are committed to our colleagues, enabling them to work in a supportive, flexible and equitable environment. This is reflected in our HTG-UK Values.



Gender Pay Gap

Men and women are paid equally for carrying out equivalent jobs at HTG-UK. This assurance comes from having a robust process in place to review and benchmark pay across the organisation and the patient transport sector. These reviews take place annually and are applied across all contract and business areas.



In line with the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 the data contained in this document is a snapshot of 5 April 2025.

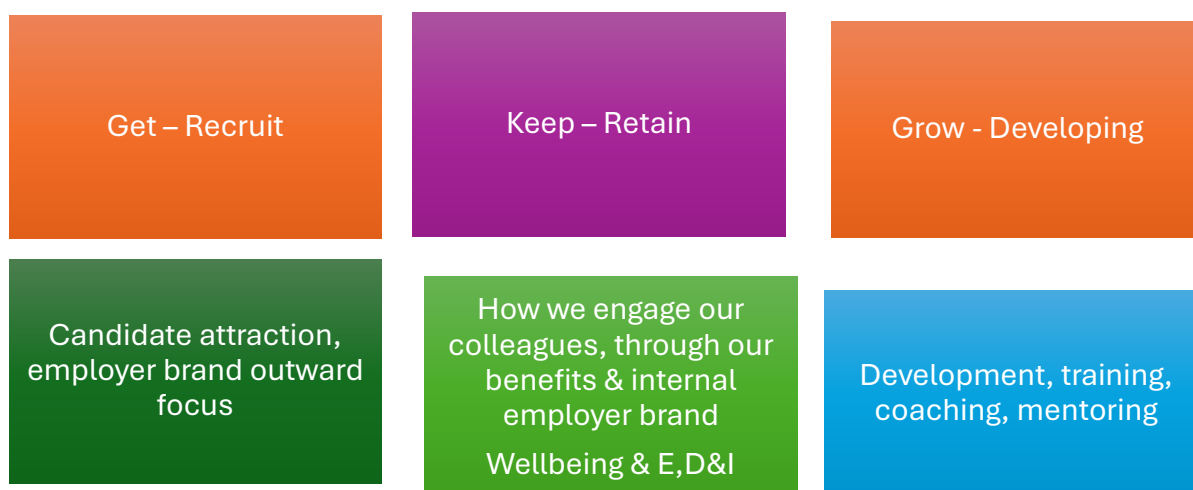
	Female	Male
Hourly Pay Quarter 1	43.65%	56.35%
Hourly Pay Quarter 2	52.75%	47.25%
Hourly Pay Quarter 3	49.45%	50.55%
Hourly Pay Quarter 4	48.9%	51.1%
Percentage of men and women receiving bonus pay	1.3%	2.5%
Mean (average) gender pay gap using bonus pay	15.5%	
Median pay gap using bonus pay	28.1%	

Gender pay gap analysis shows that HTG-UK has a higher proportion of men than women in higher-paid senior-level roles. We have made significant organisation changes in this period, including to the Executive Directors Team with the appointment of 2 female members, to the new roles of Human Resources Director and Director of Therapeutic Response. The Executive Directors Team of HTG-UK was a third female in the reporting period.

Actions to help close the gap

- We have developed a HR Strategy, with input from a range of stakeholders including our staff and our leaders. This was approved by our Executive Directors in May 2025 and underpins our approach to staff recruitment, retention and engagement.

HTG-UK HR Strategy



- We support career development for all our colleagues focusing on equality of opportunity, and all levels through in-house, external, and personal training and development.
- We utilise our Apprenticeship Levy to support our colleagues to undertake Apprenticeships, to help grow them in the workplace.
- We have introduced workplace coaching, to support our colleagues in transition

to new roles, as well as maximising their potential and contribution in current roles.

- We have developed an Equality, Diversity and Inclusion annual plan.
- We have a Wellbeing Plan in place, covering physical, emotional, financial and mental wellbeing.
- We support and normalise requests for flexible working and have a range of working patterns, contracts and opportunities open to all.
- We reward staff fairly within our pay system that provides equitable progression with policies in place that support gender equality (e.g., flexible working and family friendly policies).
- Our recruitment and selection processes aim to ensure that the most suitable candidate is chosen for the job, and that all applicants receive fair and equitable treatment during the recruitment and selection process.
- We continuously review our recruitment and employment policies to ensure they are fair, transparent, and non-discriminatory.
- The application of our workplace harassment policies (e.g., bullying & harassment policy, unacceptable behaviour policy and sexual misconduct policy) aim to effectively address concerns, cultivating a safe, respectful, and supportive environment.

The HTG-UK Executive Team works together with all our colleagues, to enable us all to be the very best version of ourselves, at work, to fulfil our potential.

A handwritten signature in black ink, appearing to be 'Neil Berry'.

Neil Berry Chief Executive, Health Transportation Group UK.