

Gender Pay Gap Report

Medigold Health
2020 - 2021



Foreword

**Alex Goldsmith, CEO
Medigold Health**



“As I state every year when writing this report, Medigold Health remains utterly committed to providing equal pay and opportunities to all people no matter their gender or how they identify. This is a fundamental aspect of the “Recognition & Respect” element of our ‘Genetic Code’ core values. The Genetic Code states that we “Depend on Diversity” and that we “Respect Everyone”. These are principles that we have relied upon throughout our history, as we want all Medigold Health employees to feel included and fairly treated in every aspect of their journey with us.

We operate a transparent and objective salary banding structure that ensures individuals performing the same or similar roles are paid equitably and fairly regardless of their gender. Salaries are also regularly reviewed to check that we haven’t, inadvertently, caused any pay imbalances. A statistical quirk of the Occupational Health industry reflects a gender imbalance within the Occupational Health Physician (OHP) community that continues to drive the “illusion” of an overall gender pay gap in our industry. Simply, the Occupational Health Physician role is one of our highest in terms of pay and we, in direct reflection of the industry, have far more male OHPs than female. This job role is also one of our most prominent in terms of total employees.

Medigold Health is dedicated in the long term to helping to achieve a more balanced OHP population, not just within our business but across the industry. We are proud to say that female OHP’s now represent 40% of our total OHP population, which has increased from circa. 25% in 2019. We truly believe that a more gender balanced OHP demographic is, quite simply, better for UK organisations and their employees and will offer a more flexible and intuitive service.

The mean gender pay gap figure at Medigold Health was 54% in 2019 and we are pleased to say that as a result of the progress described above, and some recent senior leadership team promotions for female colleagues, this figure has now improved to 40%. We will continue our efforts in this regard.”

A handwritten signature in black ink, appearing to read 'A Goldsmith', written in a cursive style.



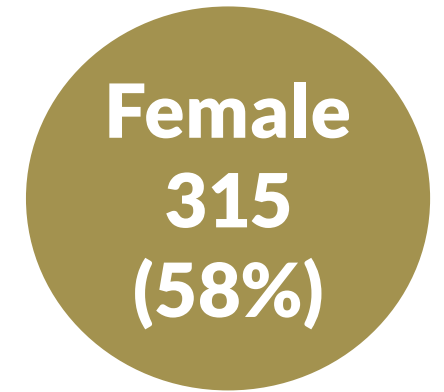
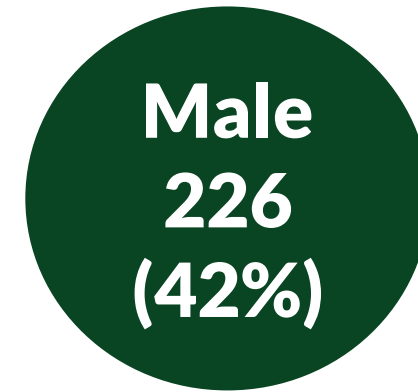
Our findings



Summary 2020 - 2021

	Mean %	Median %
Gender pay gap	40%	18%
Bonus gender pay gap	63%	75%

Pay Quartile	Male %	Female %
Upper quartile	59%	41%
Upper middle quartile	35%	65%
Lower middle quartile	47%	53%
Lower quartile	19%	81%



Gender split



Employees receiving a bonus