

Gender Pay Report Statistics



Complete Care believes in being an inclusive and diverse business nurturing our people to reach their full potential. During the reporting year Complete Care divested from its previous parent Company (Mitie Group Plc) and completed an acquisition of an additional business to support our growth plans.

At Complete Care we are confident that men and women are paid equally for doing equivalent jobs across.

Pay	Male	Female	Difference	
Mean	13.34	66.67	(399.65)%	
Median	15.84	17.62	(11.23)%	

Pay	Male	Female	Male	Female
Upper (75-100%)	1	14	7%	93%
Upper Middle (50-75%)	6	9	40%	60%
Lower Middle (25-50%)	3	13	19%	81%
Lower (0-25%)	6	9	40%	60%
	<u>16</u>	<u>45</u>		

Bonus	Male	Female	Difference	
Mean	5,000.00	0.00	100.00%	
Median	5,000.00	0.00	100.00%	
Number Receiving Bonus	1	0	100.00%	
Percentage Receiving Bonus	0.59%	0.00%		

On behalf of Complete Care Holdings Limited, I confirm the data reported is accurate.

Steve Jeffers
Director of People

2nd April 2018