

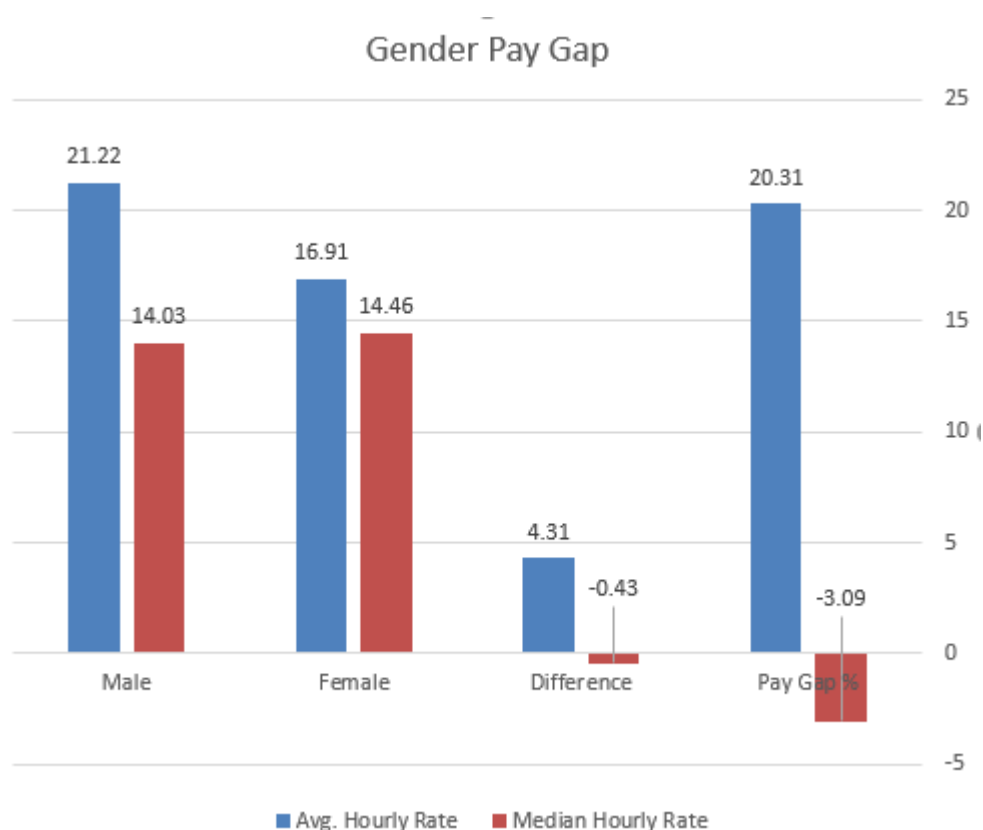
## WELDMAR HOSPICECARE GENDER PAY REPORT 2025/26

The gender pay gap is the difference in average pay between men and women across an organisation, industry, or national workforce. It is not the same as equal pay, which refers to men and women being paid the same for performing the same or equivalent roles

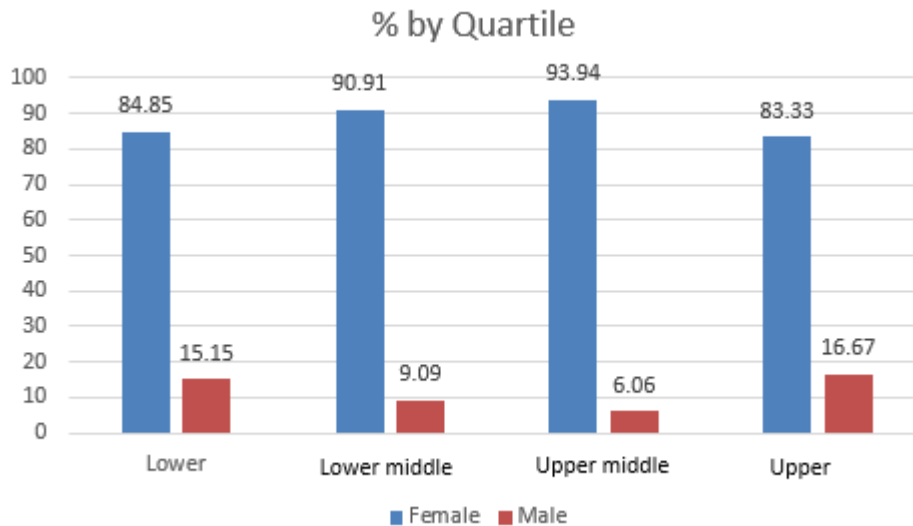
Measuring and reporting our gender pay gap allows us to better understand and take meaningful steps to promote fairness, transparency, and opportunities for all employees. At its core, gender pay gap reporting is about identifying opportunities to improve, supporting an inclusive culture, and ensuring that talent is valued and rewarded equitably.

In order to report our Gender Pay Gap figures, we carry out six calculations based on our payroll records that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees data.

The gender pay gap information for WELDMAR HOSPICECARE LIMITED for the 2025/26 reporting year is as follows:



Weldmar Hospicecare does not pay bonuses to staff and therefore there are no figures to report. The figures shown are the full and accurate pay gap between men and women employed by our organisation



As is common with most care professions, fundraising and the retail sector, our organisation is predominantly female. This means that even small fluctuations in the male workforce can have a significant impact on our gender pay gap.

Declaration: Our figures have been calculated for us, by our Payroll provider, inline with the regulations set out in the gender pay gap legislation. The calculation methodology has been checked and these figures have been verified and are accurate and submitted to the relevant government bodies.