

AHMSL UK

Gender Pay Gap Report 2023

01. Introduction / Opening Statement

Our core message

At Alliance Healthcare Management Service Limited, we are united in our responsibility to create healthier futures. This extends beyond the services we provide, the customers we serve and the communities where we live and work. The team members we employ are a key part of this and central to who we are. This is why we strive to create a positive work environment, where everyone can thrive, find opportunities to grow and build healthier futures together.

By placing Diversity, Equity and Inclusion (DE&I) at the heart of what we do, we are confident that we can deliver on our purpose. Addressing the Gender Pay Gap is a big part of this, and we are pleased to have seen a slight reduction in both our mean and median Gender Pay Gap in 2023.

We are also pleased to have retained a 0% median Gender Bonus Gap figure, as this is the most stable figure year-to-year. Whilst we have seen an increase in our mean Gender Bonus Gap, we understand that this can fluctuate significantly between reports. Nevertheless, we hope to see a reduction in our mean gap in future years.

In this report we explain our methodology and set out our 2023 results. We confirm the Gender Pay Gap calculations for Alliance Healthcare Management Services Limited (AHMSL) are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Axel Viaene
SVP General Counsel

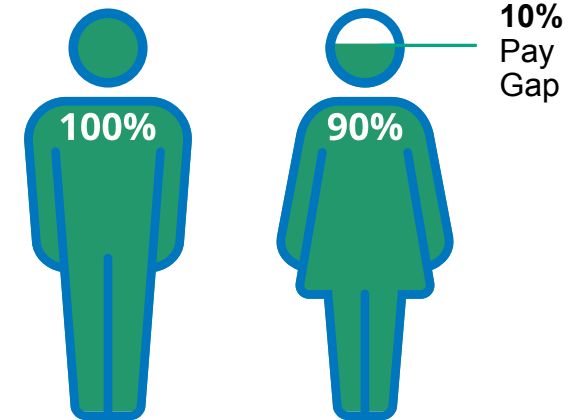
02. How we calculate our GPG

Our Calculations

It is important to understand that the Gender Pay Gap is not the same as Equal Pay, and the two concepts should not be confused.

Explaining the Gender Pay Gap

The Gender Pay Gap measures the difference between the earnings of females and males across the business, regardless of the work they do. This is expressed in mean and median earnings, based on equivalent hourly rates, and is shown as a percentage of male earnings. This includes base pay, allowances and any other bonus and incentive pay paid in April 2023.



Equal Pay

Equal Pay requires that females and males carrying out the same or similar work in the same employment must receive the same pay.



Gender Bonus Gap

The Gender Bonus Gap is the difference in incentive pay received by females and males in the 12 months prior to 5th April 2023. This includes all bonuses and incentives, such as earnings from stock compensation.

02. How we calculate our GPG

Explaining Mean and Median

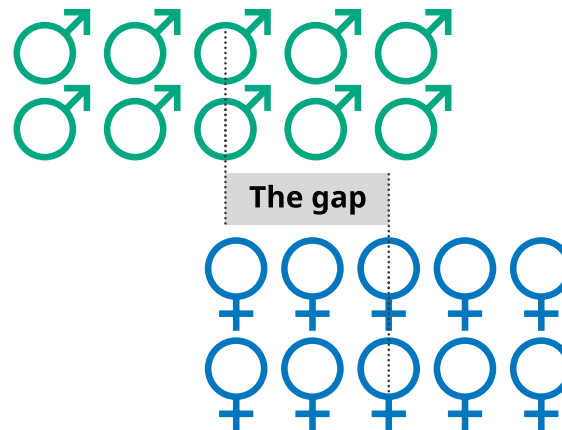
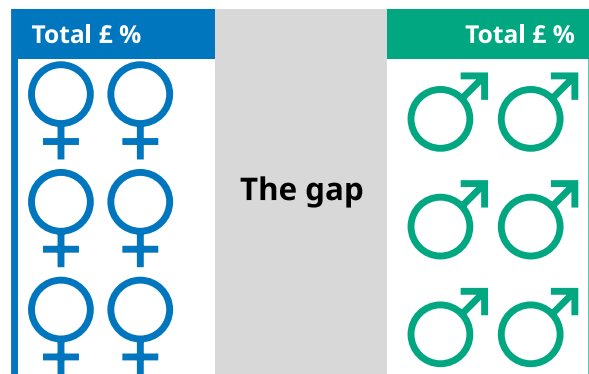
Mean

The mean is calculated by adding up the total pay of employees and dividing by the number of employees. This is completed separately for females and males, and the means are compared.

Median

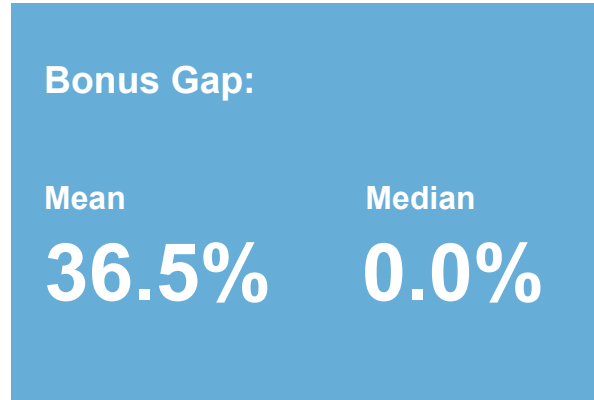
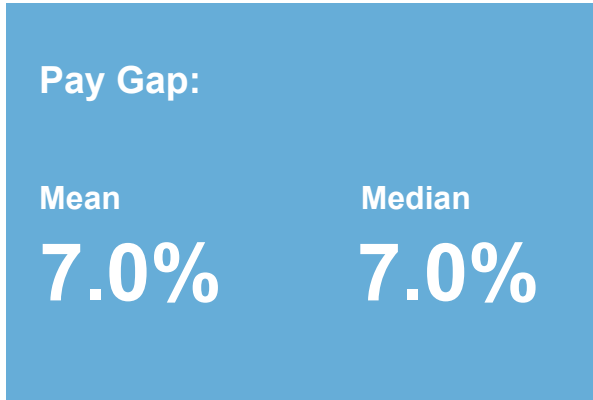
The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay. This calculation is completed separately for females and males and the medians are compared.

It is important to note that the UK Gender Pay Gap legislative requirements are binary in regard to gender (specifying female compared to male). Whilst we are reporting our statistics in accordance with the legislation, at AHMSL, we recognise and support all gender identities.

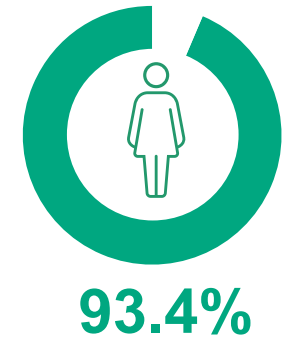


03. Our results

Gender Pay Gap Results

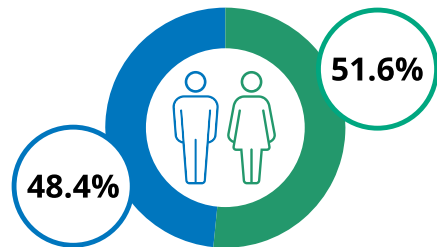


Percentage receiving bonus payments:

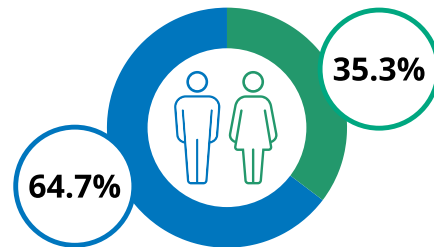


Pay Quartiles

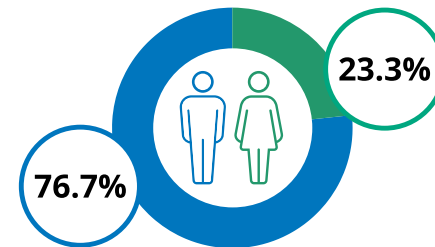
Lower Quartile



Lower-Mid Quartile



Upper-Mid Quartile



Upper Quartile

