

HA | Wisdom Wellbeing is part of the Peninsula Group of companies and is the UK and Ireland's largest independent EAP provider, supporting over 14 million lives. We take great pride in our diverse culture and work hard to ensure that our colleagues work is varied, exciting and rewarding. Our colleagues are treated on their individual merits and paid for the role they perform - equal work receives equal pay.

At HA | Wisdom Wellbeing, we focus on recruiting the right person for the role, with the right skills and competencies. Our culture is to promote from within, encouraging professional development and career growth. Our leadership team consisted of 34 colleagues and was split approximately 80/20 in terms of female to male representation. This ratio is also reflected within our senior leadership team of 7 colleagues which was 57%-43% female to male representation.

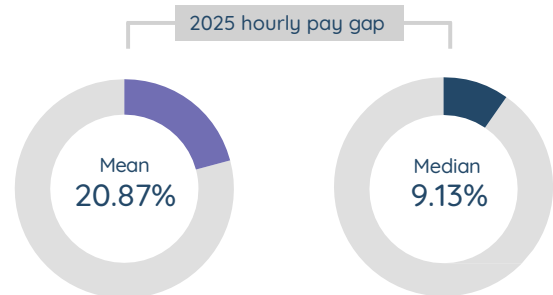
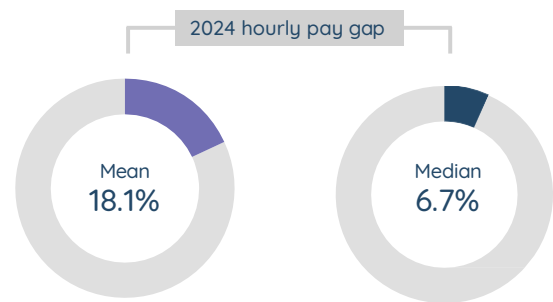
Due to our position of responsibility within what is a vital and ever-growing industry, the way we behave as an organisation has a much wider impact. We believe that the first step towards improving parity across social divides is to act transparently. The figures in this report are based on the snapshot date 5th April 2024, where our headcount was 335.

Understanding our pay gap:

HA | Wisdom Wellbeing does have a mean gender pay gap of 18.1%, and a median gender pay gap of 6.7%. These figures are due to the higher wage brackets associated with certain specialist roles which are currently held by males. As our sector is predominantly female led (females make up 69% of our workforce), males make up less of the lower to upper middle quartiles of pay banding within HA | Wisdom Wellbeing. Further, these figures reflect the levels of commission and bonuses earned by our male dominated sales teams which have grown significantly in size.

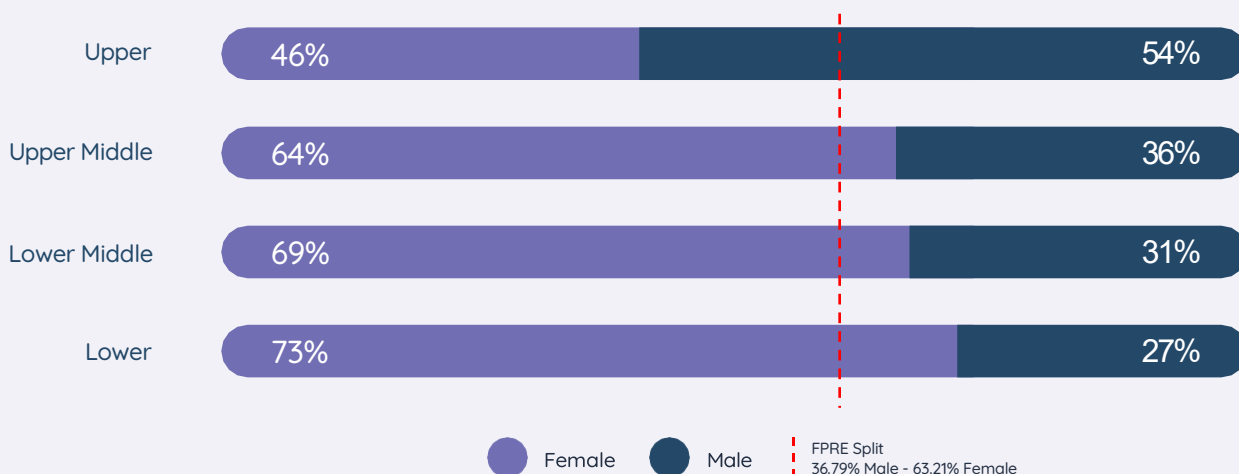
We are committed to continuing to take steps to improve and address our gender pay gap, including but not limited to:

- Continuing to build our career pathway programmes to ensure clear and fair structures to develop and progress our employees.
- Continue to assess, report and publish our gender pay gap data annually to drive transparency, accountability and improvement.
- We will use data from this report to determine our gender pay gap priorities and actions to close our gender pay gap for future years.



Hourly pay quartiles

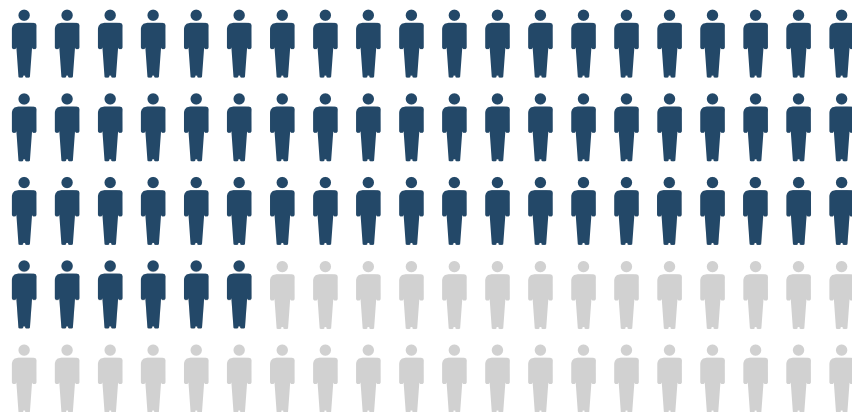
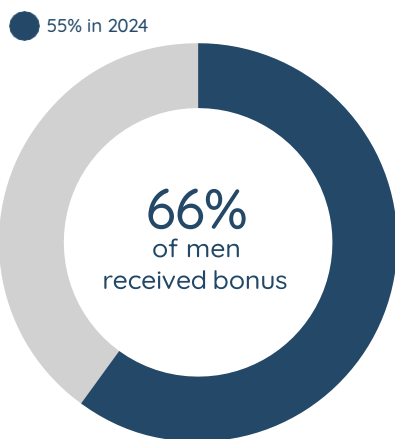
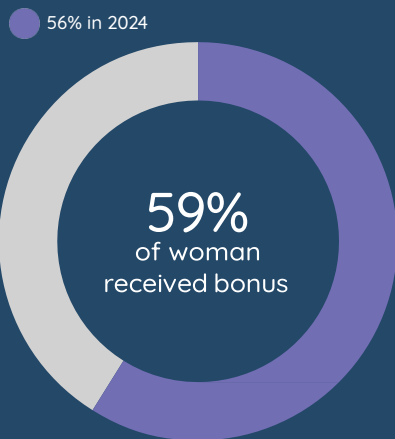
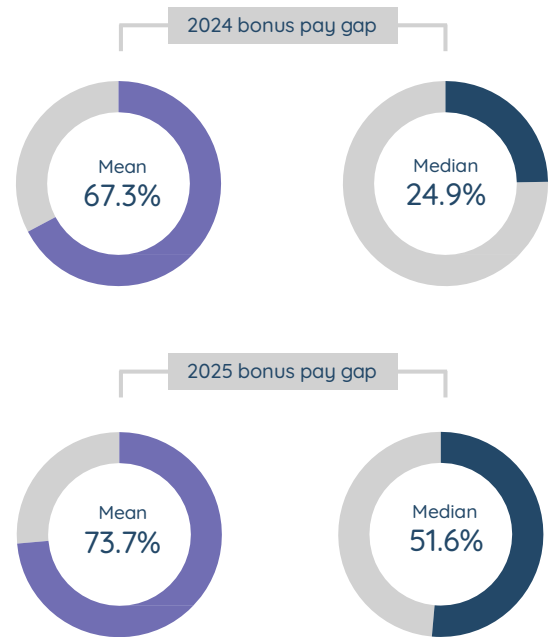
The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is an equal distribution in line with the overall female to male representation within the business and senior leadership team.



Bonus payments

Bonus payments usually include bonus, commission and profit share schemes. The proportion of men and women receiving bonus payment are similar with 56% of females and 55% of males receiving a form of bonus payment in the year.

The quantum of the bonus payments do vary significantly because the figures are heavily influenced by the inclusion of sales commissions paid to the male dominant sales teams. There is Equal Pay amongst the sales team (and across the organisation) with all members paid in accordance with the same commission structure. Some of the most successful performances within the sales team are achieved by females, however they are a small proportion of the team.



I confirm that the data published in this report is accurate. Ben Chaplin, Group Chief Financial Officer.