**Gender Pay Gap Statement – 2025 Submission**

**Snapshot Date: 5 April 2025**

At Omnes Healthcare we are committed to fairness, equity, and transparency in pay and progression across all roles.

Our Gender Pay Gap data for 2025 is as follows:

**Mandatory Metrics:**

| **Metric** | **Result** |
| --- | --- |
| Mean gender pay gap (hourly pay) | 18.7% |
| Median gender pay gap (hourly pay) | 10.42% |
| Mean gender bonus gap | 55.19% |
| Median gender bonus gap | 62.5% |
| % of men receiving a bonus | 3.13% |
| % of women receiving a bonus | 1.02% |

**Proportion of men and women in each pay quartile:**

| **Quartile** | **% Male** | **% Female** |
| --- | --- | --- |
| Lower | 13.89% | 86.11% |
| Lower-Middle | 25.00% | 75.00% |
| Upper-Middle | 26.39% | 73.61% |
| Upper | 30.99% | 69.01% |