



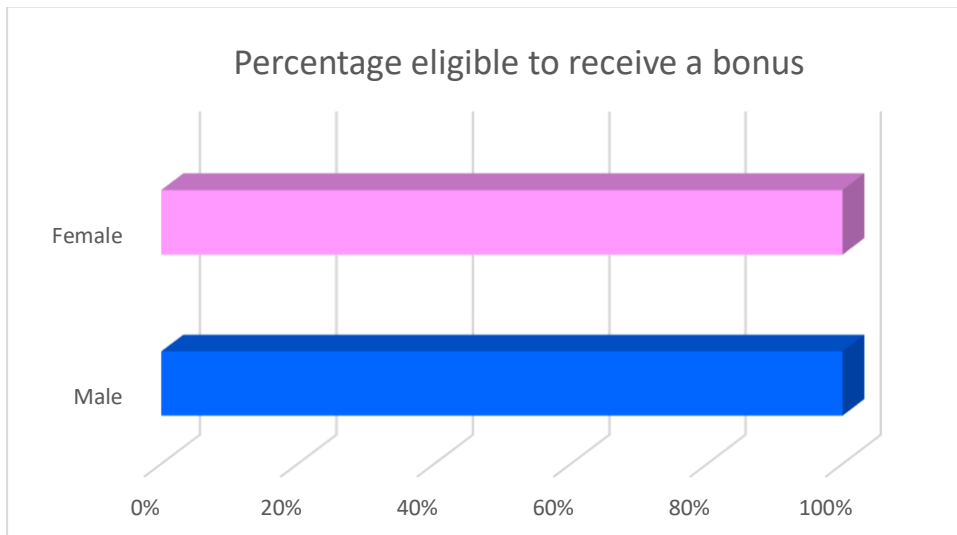
As part of our corporate and social responsibilities we are pleased to be able to publish our Gender Pay Gap Information for the reporting period 2022/2023

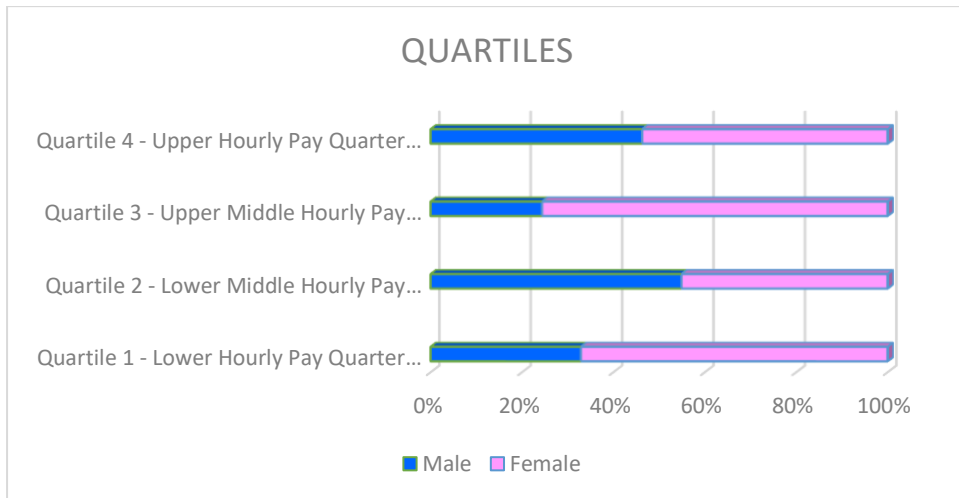
Mean Gender Pay Gap 3.6%

Median Gender Pay Gap -1.5%

Mean Bonus Gender Pay Gap -3.1%

Median Bonus Gender Pay Gap 0.0%





	Male	Female
Quartile 1 - Lower Hourly Pay Quarter (Lowest Paid)	32.9%	67.1%
Quartile 2 - Lower Middle Hourly Pay Quarter	54.9%	45.1%
Quartile 3 - Upper Middle Hourly Pay Quarter	24.4%	75.6%
Quartile 4 - Upper Hourly Pay Quarter (Highest Paid)	46.3%	53.7%

In 2022 the company took the decision to remove the age bandings, as defined by the National Minimum Wage structure, and move to a simplified pay banding based upon qualifications and differing levels of responsibilities. As can be seen from our report this has had a very positive impact.

The Company has continuously strived to treat all employees, regardless of gender, equally in all areas of its business operations.

There are a higher proportion of female to male employees employed and this is clearly reflected in the Quartile results.

We can confirm the accuracy of the reporting for the reporting period 2022/2023

LDC Care Co Ltd is proud to be an equal opportunities employer and will always treat and encourage staff to be their best and will offer opportunities and reward to all regardless of age, sex, race, colour, religion, sexual orientation or disability.

Daniel Marsh
Director