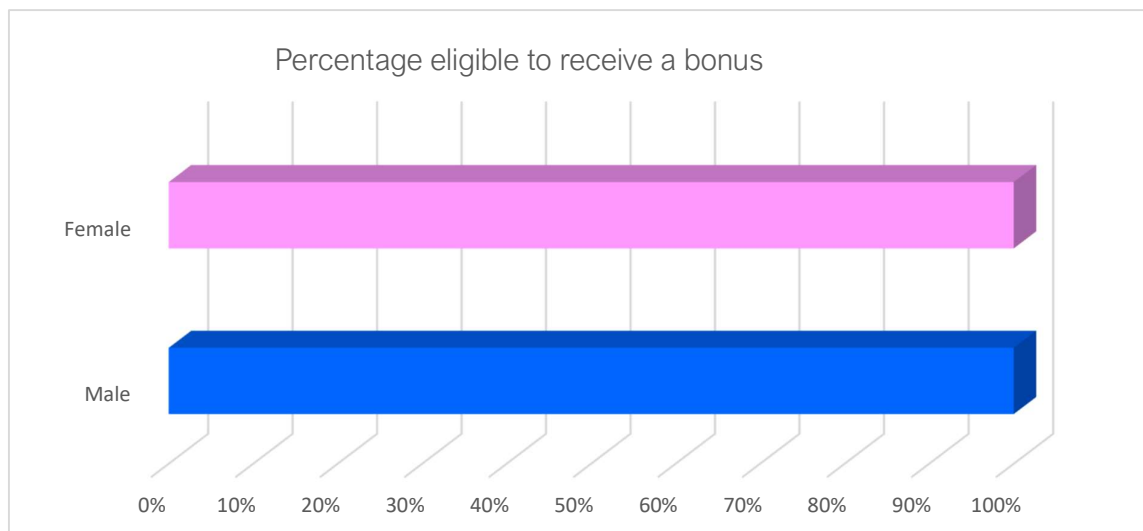
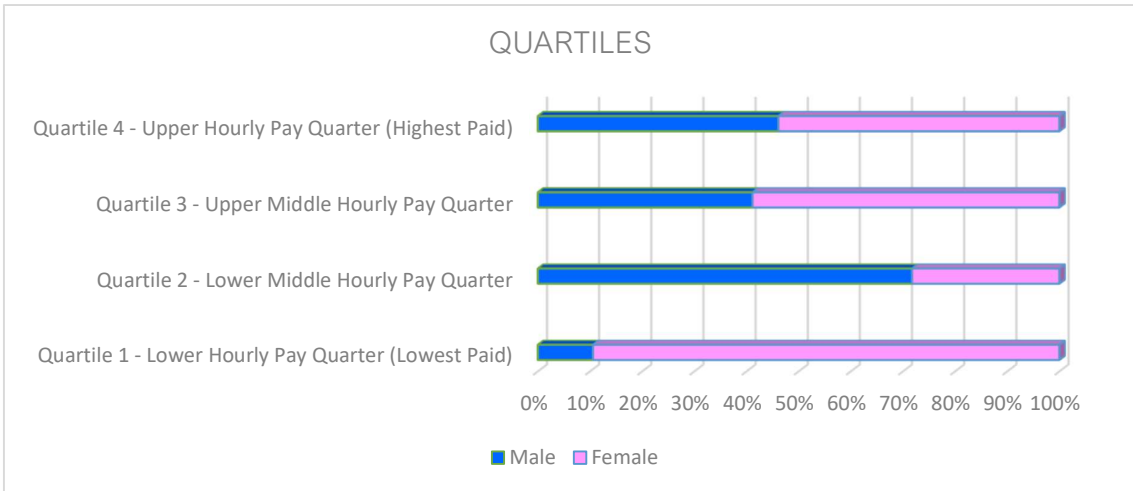




As part of our corporate and social responsibilities we are pleased to be able to publish our Gender Pay Gap Information for the reporting period 2021/2022

Mean Gender Pay Gap	3.5%
Median Gender Pay Gap	0.6%
Mean Bonus Gender Pay Gap	42.1%
Median Bonus Gender Pay Gap	0.0%





	Male	Female
Quartile 1 - Lower Hourly Pay Quarter (Lowest Paid)	10.6%	89.4%
Quartile 2 - Lower Middle Hourly Pay Quarter	71.8%	28.2%
Quartile 3 - Upper Middle Hourly Pay Quarter	41.2%	58.8%
Quartile 4 - Upper Hourly Pay Quarter (Highest Paid)	46.4%	53.6%

The results are a clear indication that all our employees, regardless of gender, are treated equally. There are a higher proportion of female to male employees which is reflected in the Quartile results.

We can confirm the accuracy of the reporting for the reporting period 2021/2022

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**