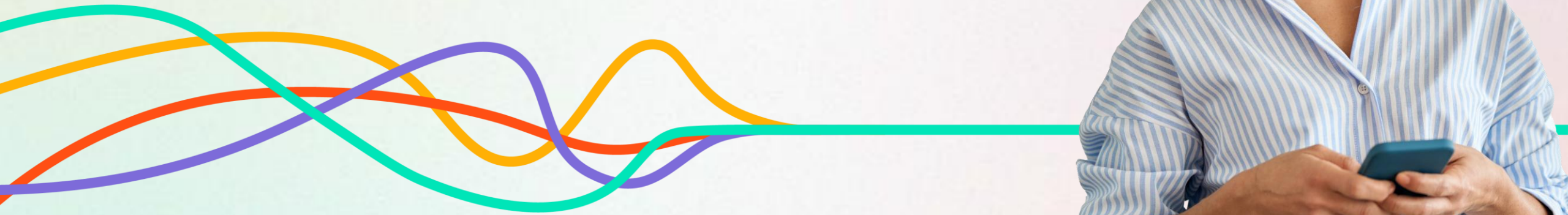


Simplyhealth Gender Pay Gap Report 2024-2025





Simplyhealth are over 150 years old, and 'Our Purpose', 'to improve access to healthcare for all in the UK', remains as important as ever. We are proud to be an independent organisation that puts people and planet first; we are continuously innovating and reinvesting our profits back into our products to provide quality, low-cost healthcare for all.

In March of this year, we had the pleasure of welcoming Rita Clifton CBE as Chair of our Board. Rita brings a wealth of knowledge and expertise alongside her strong sense of purpose and deep routed values which align strongly with Simplyhealth.

Over the last year, we've been working hard on our DE&I strategy, and we're proud of the progress we're making to create a culture with colleague wellbeing at the heart. Our colleague support groups have grown, with over 170 members across 10 groups, including SimplyPride, Caring for Carers and Menopause Support. We have also assigned our personal DEI ambitions for the next three years, focusing on inclusion sentiment, women in leadership, and youth employment.

We're pleased that our median hourly pay gap has decreased again this year, influenced by our commitment to remaining a London Living Wage employer. We have seen a decrease in the proportion of both males and females receiving a bonus, but this was due to welcoming more new colleagues early in 2025, outside of our 2024 bonus period which was paid in March 2025.

We recognise that we have a considerable gender pay gap, which is largely driven by the high proportion of females in our customer-facing roles. We remain committed to ensuring an inclusive environment that enables all colleagues to bring their authentic selves to work. The impact of this can be seen by our low attrition and high colleague engagement scores.

Whilst the data in this report focuses solely on our gender pay gap, our diversity, equity and inclusion strategy remains key to our success, focusing on other characteristics alongside gender.

I confirm that the data contained in this report is accurate and calculated in line with requirements.

Angela Sherwood

Chief People Officer

Gender Pay vs Equal Pay

Gender pay is often confused with equal pay however, it is important to recognise that they are not the same.

Gender Pay Gap is a measure that shows the difference in **average** earnings between women and men, irrespective of the role undertaken.

Equal Pay refers to the pay women and men receive for doing equal work, where any inequality based on gender is illegal. Simplyhealth undertakes annual equal pay audits as well as providing regular opportunity for Managers to review pay within their team.

The information contained in this report outlines the difference between the average hourly pay for all our female and male colleagues, irrespective of the role they deliver.

821 colleagues at
Simplyhealth



66.7%
female



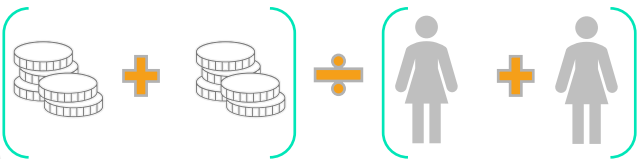
33.3%
male

Categorisations used in this report are based on legal gender. We recognise that our colleagues may identify differently.

How do we calculate the pay gaps?

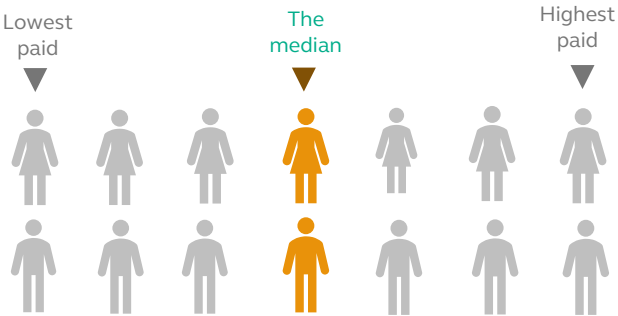
Mean

In order to reach the mean average, all individual employees' hourly rates/bonuses are added together and then divided by the total number of employees. The mean gender pay gap shows the difference in the average hourly rate of pay/bonus between men and women in a company.



Median

The **median** average is calculated by reviewing all employees' hourly rates/bonuses and finding the midway point. The **median** pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women in a company.



Our UK Gender Pay Gap

Hourly Pay Gap

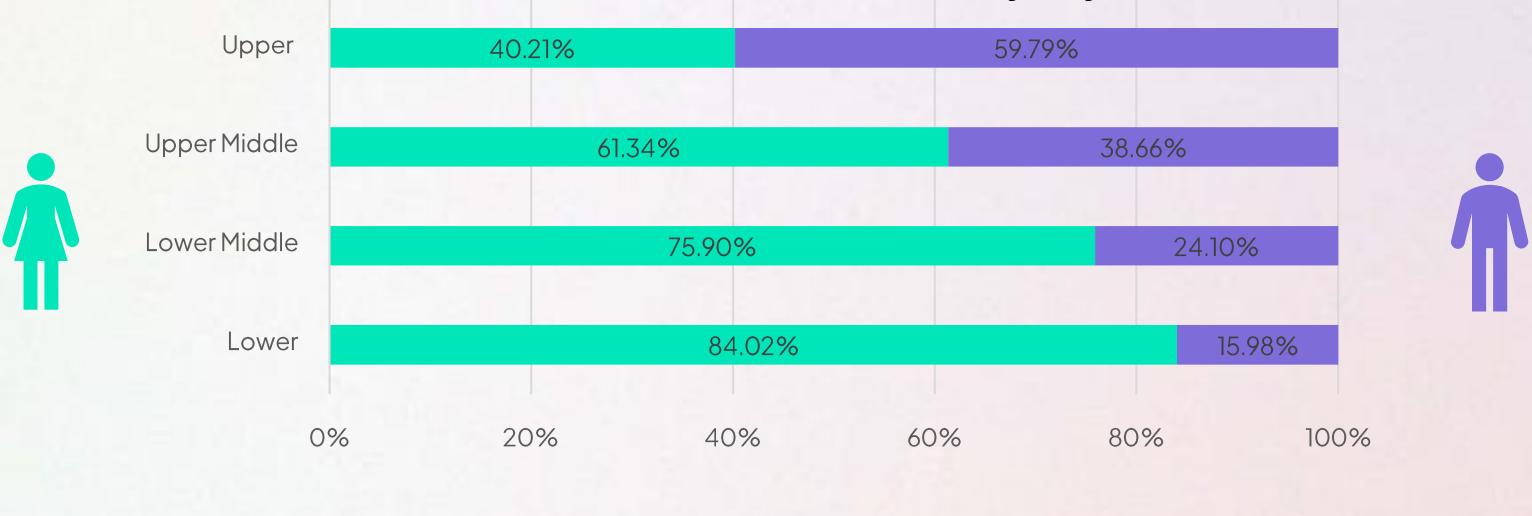
Mean hourly pay gap: **34.92%**

An increase from 33.2% in 2024

Median hourly pay gap: **38.00%**

A decrease from 41.0% in 2024

Proportion of females and males by pay quartile



Bonus pay gap

Mean bonus pay gap: **66.93%**

An increase from 56.6% in 2024

Median bonus pay gap: **49.1%**

An increase from 45.9% in 2024

Proportion of females and males receiving a bonus



How we're addressing our pay gaps:



Female Talent Development

We have female talent development programmes across the business – at entry, mid-management and leadership levels, and offer reverse mentoring for women.

We have also funded potential female future business leaders to complete a variety of courses, ranging from development programmes delivered by Cranfield University, to Women in Leadership apprenticeships.

Our DEI strategy

We have stated DEI ambitions for the next 3 years around inclusion sentiment, women in leadership, and youth employment.

We recently signed the Pregnancy Loss pledge with the Miscarriage Association.

Family Friendly Workplace

In recognition of our family-friendly policies and ways of working, we are in the certification process for Working Families' Family Friendly Workplaces Certification (the UK's first global-standard family-friendly certification).

London Living Wage

We are committed to being a Living Wage Employer, choosing to pay all colleagues a minimum of the London Living Wage rate

Flexible working

We continue to offer flexible working opportunities across the business, many of which are able to be undertaken on a part-time basis. 19% of our colleagues choose to work part-time and many more work flexibly.

Celebrating diversity

We sponsored Andover Pride 2025.

We also celebrate moments that matter throughout the year, including Neurodiversity Week and World Mental Health day.

We also continue to grow our network of Colleague Support Groups, including a Menopause Support group, a Carers Support group and a new Returning Mothers group.

Sense of belonging

We'll continue to respond to colleague sentiment and feedback gathered from our regular engagement surveys. Our ENPS score for sense of belonging is currently 38.

