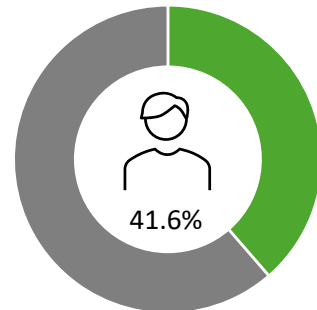
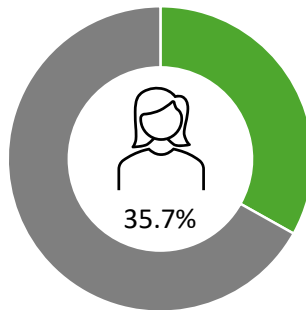


UK Gender Pay Gap Report 2024-2025

The table below shows the overall median and mean gender pay gap and bonus gap based on hourly rates of pay as at 5 April 2025 and bonuses paid in the year to 5 April 2025

	Median	Mean
Gender pay gap	4.2%	10.1%
Gender bonus pay gap	6.0%	40.1%

The proportion of females and males receiving a bonus payment



Proportion of females and males in each quartile band

	Female	Male
Upper	20.2%	79.8%
Upper Middle	35.8%	64.2%
Lower Middle	48.6%	51.4%
Lower	45.3%	63.1%

Verified for accuracy and signed by:



Lucy Renaut
 Finance Director, Synergy LMS
 April 2026

Under the regulations, we are required to report our gender pay data for each separate legal entity that has at least 250 employees. We have therefore reported data for Synergy Health Managed Services Limited