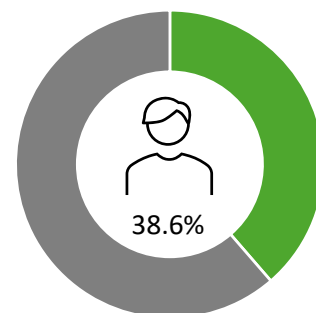
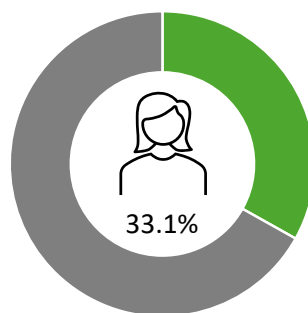


## UK Gender Pay Gap Report 2023-2024

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 2024 and bonuses paid in the year to 5 April 2024

|                      | Median | Mean  |
|----------------------|--------|-------|
| Gender pay gap       | 4.6%   | 10.6% |
| Gender bonus pay gap | 6.4%   | 22.3% |

The proportion of females and males receiving a bonus payment



## Proportion of females and males in each quartile band

|              | Female | Male  |
|--------------|--------|-------|
| Upper        | 21.8%  | 78.2% |
| Upper Middle | 35.9%  | 64.1% |
| Lower Middle | 54.4%  | 45.6% |
| Lower        | 44.4%  | 55.6% |

Verified for accuracy and signed by:



James Shepherd  
Chief Financial Officer, Synergy LMS  
April 2025

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