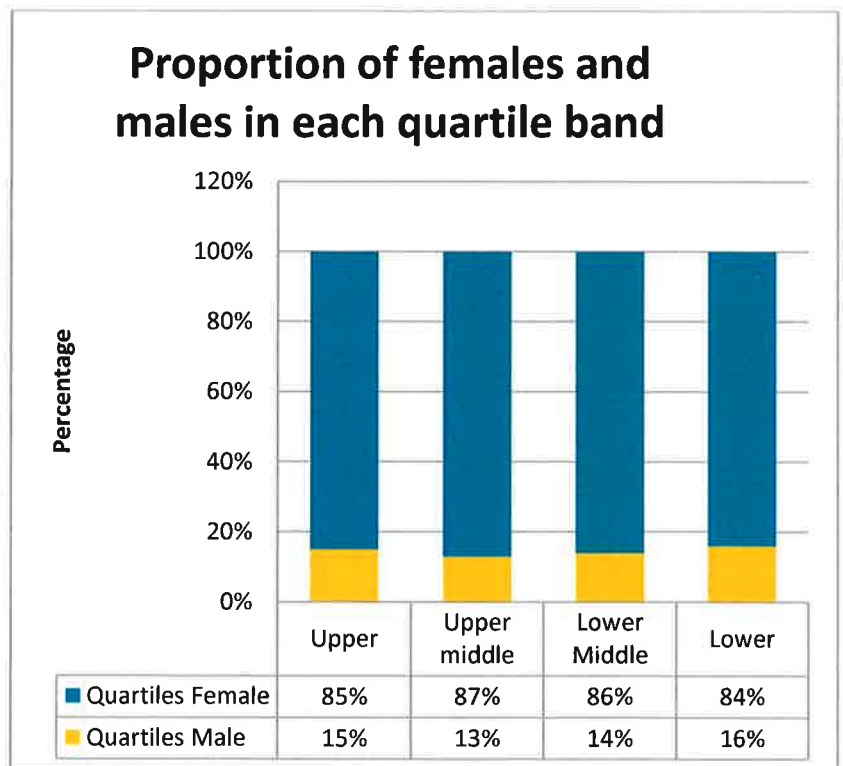


Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

## HEADLINE GENDER PAY FIGURES

The information below shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5 April 2017 and bonuses paid in the year to 5 April.

Pay and Bonus Gap		
	Median	Mean
Gender Pay Gap	-0.56%	3.30%
Gender Bonus Pay Gap	0.00%	17.42%
Proportion of employees receiving a bonus		
Female		22.27%
Male		22.54%
Quartiles		
	Male	Female
Upper	15%	85%
Upper middle	13%	87%
Lower Middle	14%	86%
Lower	16%	84%



## UNDERSTANDING THE GAP

At the reporting date Vivo employed 71 men and 422 women. This profile reflects the nature of the social care sector.

Vivo's workforce is made up of significantly more female than male staff and the lower paid roles of support workers and general assistants are predominantly undertaken by women.

With respect to the mean hourly rate, this small gap is a statistical distortion caused by a small male population; males account for 14% of the workforce based on headcount, 17% based on FTE.

Bonuses were paid to staff that had zero sickness absences during the 12 month period to 5 April 2017.