

All **MAXIMUS** businesses in the UK have a strong culture of supporting colleagues, working together to provide high quality services and building strong teams.

We undertake regular assessment exercises to ensure that we are meeting the needs of our people. In the most recent colleague survey at Centre for Health and Disability Assessments, 83% of colleagues said they felt supported. At Health Management, 89% of colleagues felt that they were strongly supported at work.

We hold regular training events for our colleagues and offer opportunities to gain or extend professional and vocational qualifications. We also support internships and apprenticeships, with many of these leading to permanent positions within **MAXIMUS** businesses.

We recognise achievement through our staff awards programmes and encourage initiatives that recognise colleagues on a local level. Our commitment to colleagues extends beyond the working environment. We support colleagues who volunteer and those who give their time to local community outreach projects.

We have a tailored 24/7 occupational health advice and support service for all colleagues. Recently, we have begun rolling out new health and wellbeing programmes. We also provide specialist support for colleagues working in challenging environments.

Marco Pierleoni
UK Division President



Remploy are one of a very small number of UK companies with **Level 3 Disability Confident Leader** status

MAXIMUS regularly recognise **high performing colleagues** through our awards programmes



MAXIMUS employ over **3,800 people** in **270 locations** across the UK

Health Management Ltd (HML) has a median gender pay gap of 9.9% compared with a national median of 18.2%. The most senior members of HML are doctors, occupational health practitioners and the MAXIMUS UK executive team. 49% of the members of the highest pay quartile are male. However, the vast majority of more junior staff employed are women, with over 80% women in the lowest and upper middle pay quartiles, which greatly inflates the mean gender pay gap. We remain committed to recruiting more women into senior roles in our business, including senior clinical roles.

Within HML, bonuses are only paid to certain functions and so most employees are not in receipt of a bonus. There are also a high percentage of women working part-time – 80% of part-time employees receiving a bonus were female – so actual bonuses paid on a pro-rata basis were lower when compared to full-time working men. We offer flexible part time roles and hope that more men will apply for these positions.

I confirm that the information in this report is accurate.



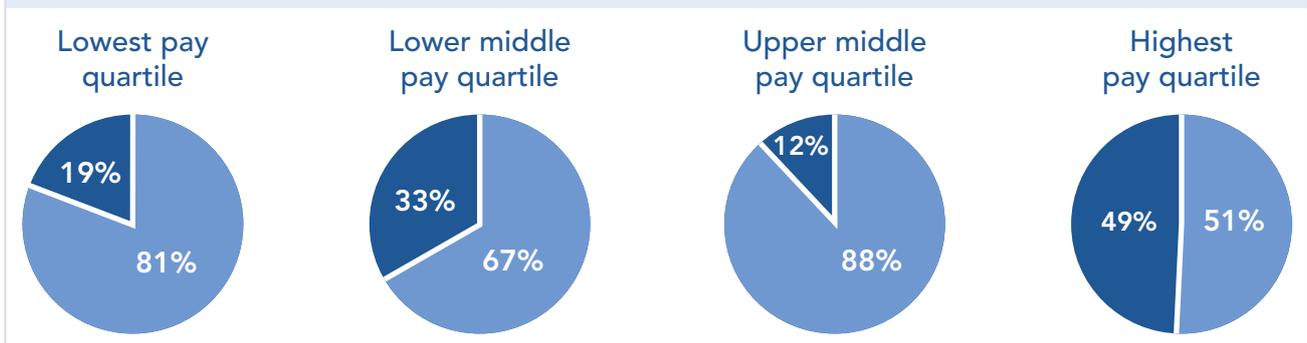
Dr Paul Williams
Managing Director, Health Services, MAXIMUS UK

Gender Pay Gap

	Mean	Median
Pay gap	39.1%	9.9%
Bonus gap	48.9%	30.7%



Proportion of females and males in each pay quartile



The proportion of females and males receiving a bonus payment

