

All MAXIMUS businesses in the UK have a strong culture of supporting colleagues and working together to deliver high quality services.

Ensuring that everyone, regardless of their gender or background, has equal access to opportunities at MAXIMUS is really important to us. In the past year we have started the process of standardising our people policies across our businesses to ensure fair and consistent approach, and introduced a centralised colleague engagement team.

Across all of our UK businesses a majority of staff are women, including in the highest pay quartile. We are pleased that the gender pay gap in our largest business has reduced and we are continuing to make progress.

We undertake regular assessments to ensure that we are meeting the needs of our people. In our most recent employee engagement survey 95% of colleagues said they were positively committed to the work they do.

We offer opportunities to gain or extend professional and vocational qualifications, and have expanded our apprenticeship programmes for colleagues. We also recognise achievement through colleague awards, at a national and local level.

Colleague wellbeing continues to be a priority for our business. We are in the process of rolling out a new wellbeing strategy, focused on improving both the physical and mental health of colleagues. We continue to offer a tailored 24/7 occupational health advice and support service and a number of other initiatives.



Dr Paul Williams
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 (HM) is committed to recruiting more women into senior roles in our business, including senior clinical roles.

Across the occupational health sector there is a significant gender pay gap. The most senior members of HM staff are doctors, occupational health practitioners and the MAXIMUS UK executive team. 50% 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.

Within HM, 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.

 **Matt Wood**
Managing Director, Health Management

