

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

Remploy is committed to equal pay for all employees. Through our policies and workplace culture we strive to be fair and consistent in our approach to pay. We are a mission-led business committed to equality of opportunity in the workplace, and we aspire to be an exemplar employer. In 2016 we were one of the first organisations to be recognised as a Disability Confident Leader, and as co-owners of Remploy all employees have a say on how our business is run.

We have attained Investors in People Gold, which recognises the quality and continuous improvement of our people management and places us in the top 10% of UK businesses. Remploy has also taken part in the annual Best Companies workforce survey since 2015, which measures workplace engagement and allows us to benchmark ourselves against competitors.

Our pay data shows a mean hourly pay difference of 3% in favour of males, and a median gender pay gap of 4.2%. These are both significantly below the current UK mean of 17.5% and median of 18.2%. Across all quartiles of our business, including at the highest levels, Remploy employs a higher proportion of females than males. We have in place policies covering maternity pay, bonuses, and flexible working that support individuals to balance their family life and career.

The proportion of female staff is particularly pronounced in the lower-middle quartile of employees, which has a disproportionate effect on our median gender pay gap figure.

While Remploy’s gender pay gap is low relative to most businesses, we continue to seek ways to eliminate the gap through our pay strategy, recruitment processes and external benchmarking and validation. This will ensure that we employ the best people at every level of the business, and that everyone in the business has an opportunity to maximise their talents.

I confirm that the information in this report is accurate.



**Gareth Parry**  
CEO, Remploy

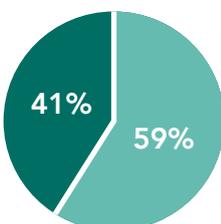
### Gender Pay Gap

	Mean	Median
Pay gap	<b>3.0%</b>	<b>4.2%</b>
Bonus gap	<b>0.0%</b>	<b>0.0%</b>

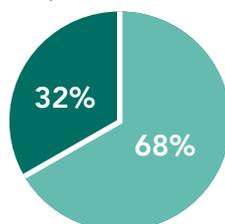


### Proportion of females and males in each pay quartile

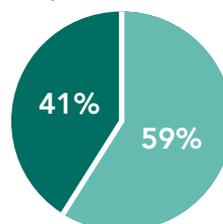
Lowest pay quartile



Lower middle pay quartile



Upper middle pay quartile



Highest pay quartile

