

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

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 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 advocate for an inclusive and fair workplace.

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. In 2018 we undertook a detailed employee engagement survey, which showed high levels of employee engagement within our business.

Our pay data shows a mean hourly pay difference of 5.9% in favour of males, and a median gender pay gap of 6%. These are both significantly below the current UK mean and median. 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. Across all MAXIMUS businesses we are introducing more consistent HR policies and recruitment processes.

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

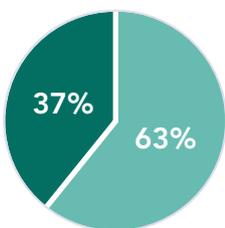
Gender Pay Gap

	Mean	Median
Pay gap	5.9%	6.0%
Bonus gap	7.1%	0.0%

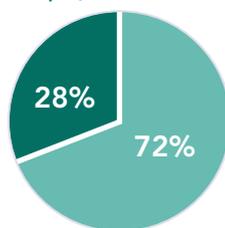


Proportion of females and males in each pay quartile

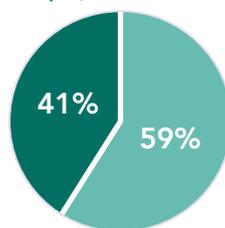
Lowest pay quartile



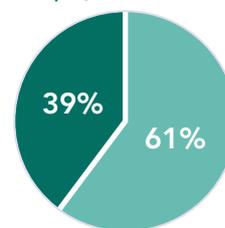
Lower middle pay quartile



Upper middle pay quartile

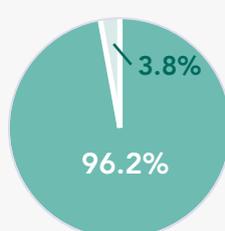


Highest pay quartile

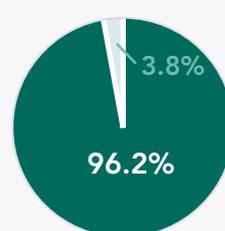


The proportion of females and males receiving a bonus payment

Females



Males



- received a bonus
- received a bonus
- did not receive a bonus