

A group of approximately 12 diverse staff members are standing outdoors on a grassy area in front of a building with large, multi-paned windows. Some staff are wearing lanyards with ID badges. The scene is lit with warm, golden-hour light, and string lights are visible in the background.

# Envisage Dental Gender Pay Gap Report

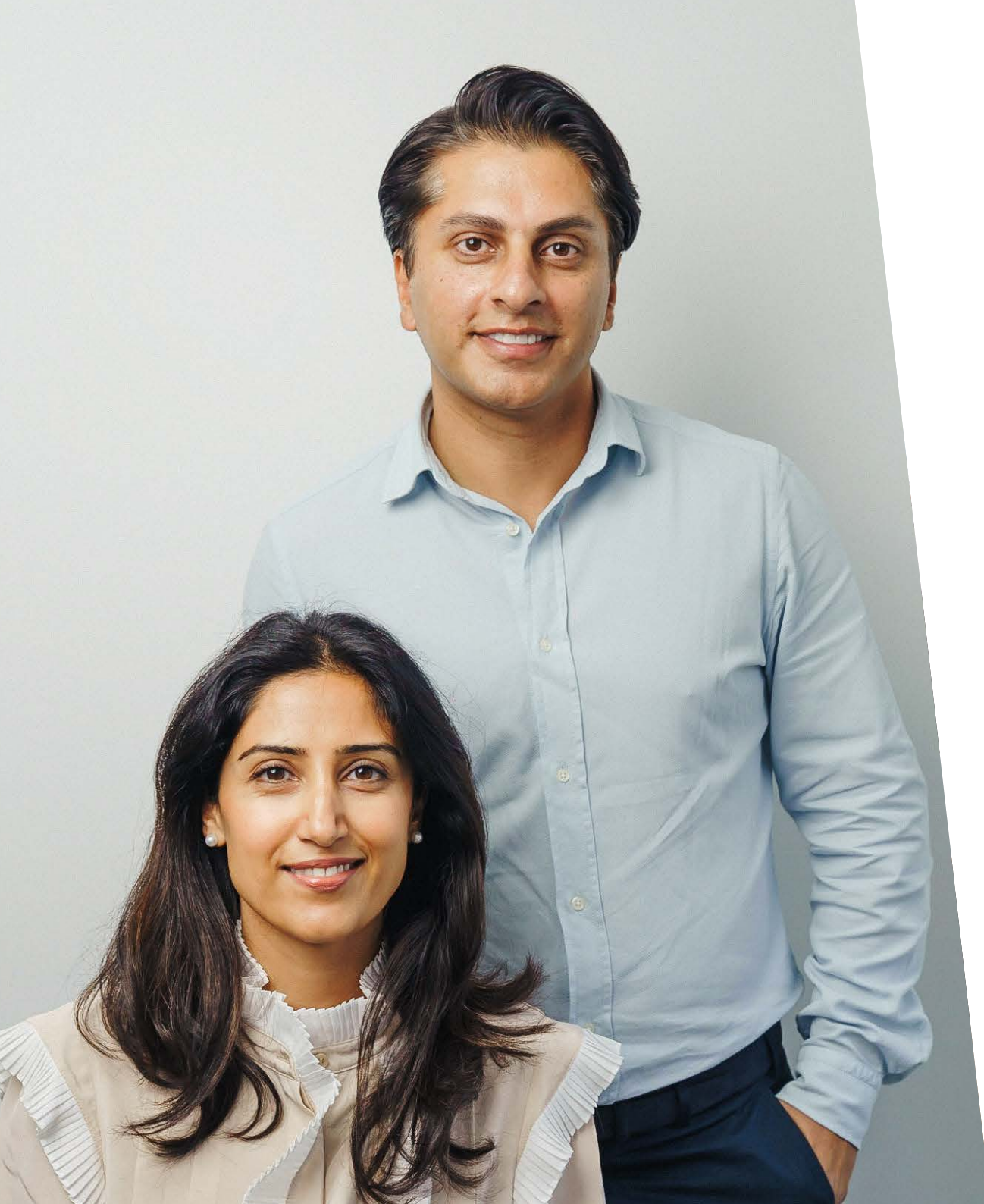
April 2024

Certified



Corporation





## A note from the Founders

Envisage is building a dental group that brings together truly exceptional private clinics where we focus on championing their local heritage, empowering their existing teams, and offering support tailored to their individual needs. We also believe profit is simply the result of teams led with a patient centred purpose and those that put their people at the heart of the business will always succeed.

In 2023 Envisage became the first nationwide dental group to achieve B Corp certification, underpinning our work around our Colleagues, Our Patients, Local Communities, Governance and the Environment. Under Colleagues we scored an impressive 22.3 where we were evaluated on our contribution to our employees' financial security, health & safety, wellness, career development, and engagement & satisfaction. In addition, this section recognizes business models designed to benefit workers, and those that have workforce development programs to support individuals with barriers to employment.

The health and wellbeing of all our employees is paramount to us, which is why we have a long-standing record of measuring our Employee NPS score every 6 months. In our latest score in December 2023, we scored a staggering 64 across our business with an Engagement Score of 96%. Although we have lots of work to do in order to continue the progress we have made, we are proud of the steps the company has made in making Envisage a fantastic place to work where we care for all our employees regardless of gender, race and ethnicity.

Harry Gill & Dr Sandy Dau

# About the Gender Pay Gap

The gender pay gap is a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men’s and women’s average hourly rates of pay. So, while it is about pay, it’s also about other factors, such as occupational segregation, or the fact that in the main it’s women who look after children and other dependants. This is measured by the difference between the average (mean or median) earnings of men and women across a workforce.

## Envisage Gender pay Measurements as of April 2023

% of Men and Women in each hourly pay quarter	Apr-22		% of Male and Females who received bonus pay	Apr-22		Apr-23	
	Male	Female		Male	Female	Male	Female
Upper Pay Quarter	25%	75%		20%	20%	9%	16%
Upper Middle Pay Quarter	2%	98%					
Lower Middle Pay Quarter	13%	87%					
Lower Pay Quarter	10%	90%					
Mean and median gender pay gap using hourly pay (% increase/decrease)				Apr-22		Apr-23	
				%		%	
				48%		46%	
				14%		16%	

# Analysis of the Gender Pay Gap Results

At Envisage and within the dental industry, most of the workforce across our sites consists of women. In addition, mostly women in our workforce work part time due to family or childcare commitments. Furthermore as most of the clinician staff are women, in that sector of the workforce we also have more lower paid roles for trainees and apprentices.

Most of the men in our business work in administrative / supporting roles. These roles have a much larger variation in pay which is why most men fall within the upper quartile and lower quartile brackets on pay levels.

Having compared our results to other competitors in the Dental Industry, our gender pay gap results are consistent with others without any significant gender pay gap differences to note.







# Gender Pay vs Equal Pay

Gender pay is often confused with equal pay however, it is important to recognise that they are not the same.

**Gender Pay Gap** is an equality measure that shows the difference in average earnings between women and men.

**Equal Pay** refers to the pay women and men receive for doing equal work, where any inequality based on gender is illegal.

The information contained in this report outlines the difference between the average hourly pay for all our female and male colleagues, irrespective of the role they deliver.



# Our Commitment to Gender Pay

We believe it is important that all employees are closely involved in the fortunes of the business and have a clear understanding of the particular contribution they should make to the realisation of the business objectives.

We design training and development programmes on an individual basis for all employees so that the particular needs and aptitudes of each person can be best met and developed regardless of whether they are male or female. In ensuring that our employees are considered as part of every decision process too, we therefore believe we act fairly and mutually between all members of our business.

During our recruitment process, we will always consider male and female applicants equally. Furthermore, as a business we currently offer flexible working to ensure work patterns are not considered a barrier to somebody joining or gaining promotion within the business – we plan to continue these offerings in the long term.



