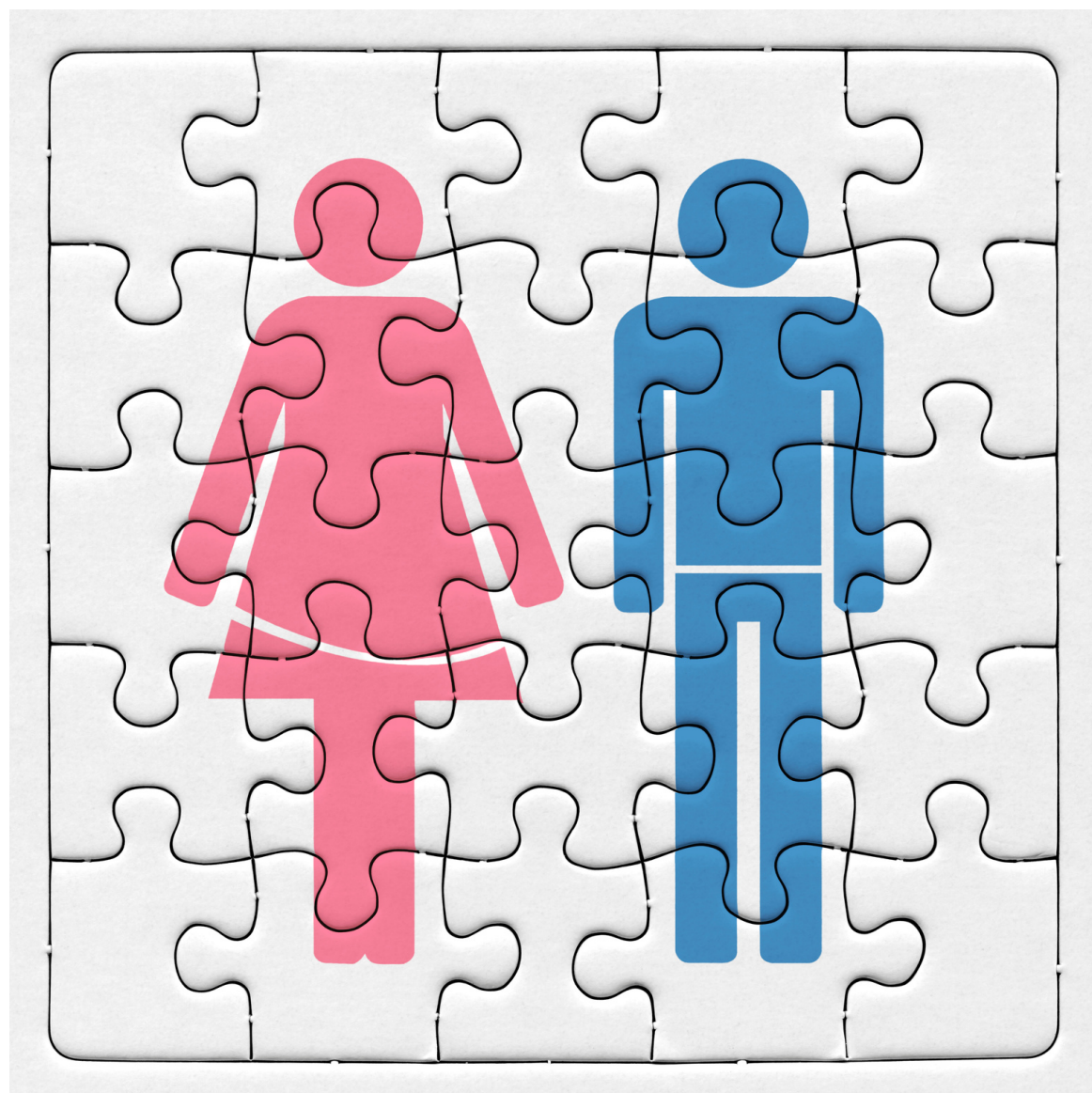


Gender Pay Gap Report 2022

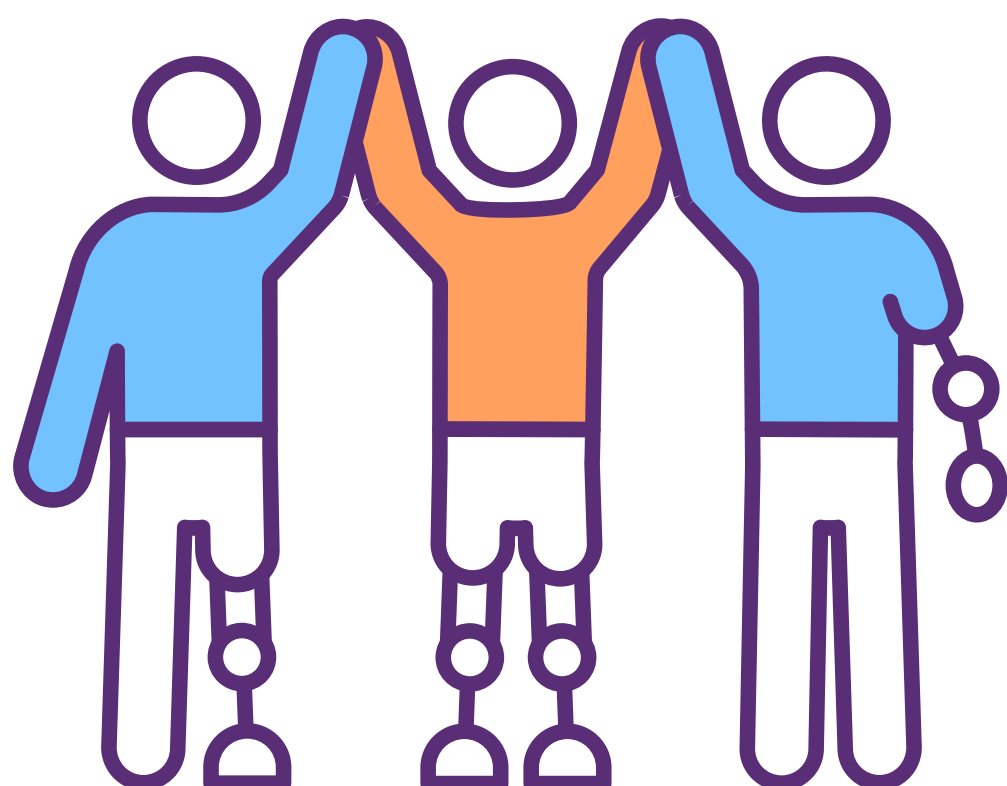


"Supporting each individual to live the life
they choose, in the same way and same places
as everybody else"

www.prospermeath.ie

Inclusivity is in our DNA

Here at Prosper, we are committed to nurturing a workforce that is inclusive, diverse and where every person feels like they belong. We are all about inclusivity at Prosper; after all, its at the very core of what we do - " Supporting each individual to live the life they choose in the same way and same places as everybody else". To achieve that, we've got to be inclusive ourselves and make sure our workforce reflects our communities.



The Gender Pay Gap Explained:

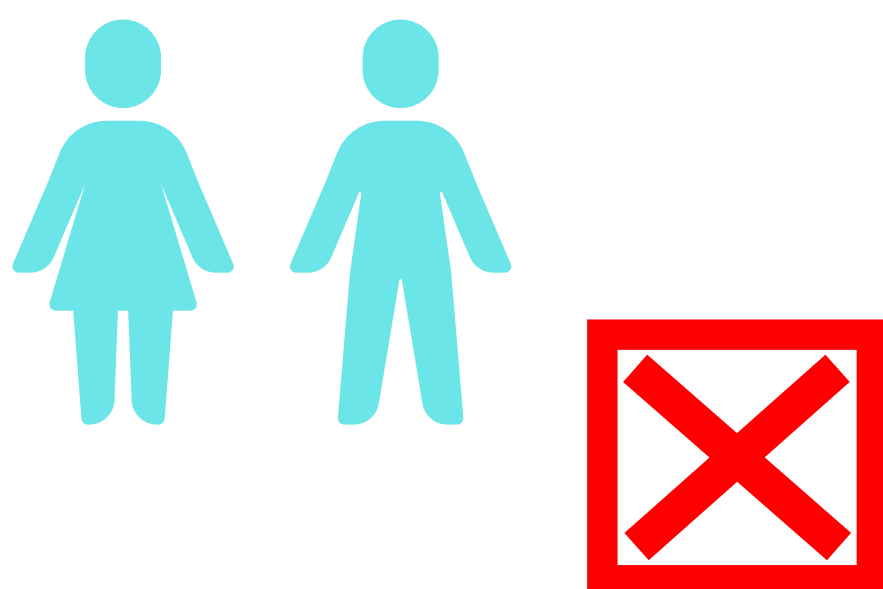
All companies in Ireland with over 250 employees are required to publish their gender pay gap under new legislation that came into force in 2021.

Employers are obliged to publish the gap in pay between men and women on both a median (middle) and mean (average) basis. In addition, employers are required to disclose the distribution of gender pay quartile indicating the proportion of men and women in each pay quartile.

It's important to note that the gender pay gap is the difference between what men and women typically earn, irrespective of their role or seniority; it is not a measure of equal pay.

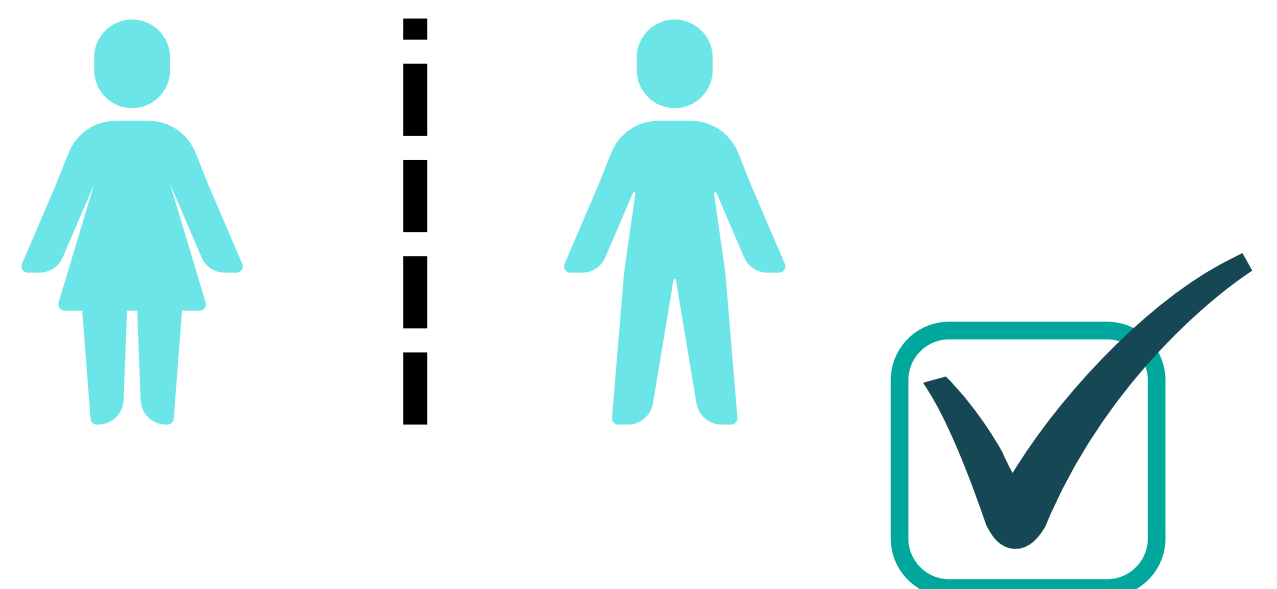
Equal Pay

Men & Women are paid the same for like work



The Gender Pay Gap

The difference in average hourly earnings between all men and women across an organisation.





OUR METRICS

Mean Gender Pay Gap %	Median Gender Pay Gap %
-5.92%	-8.21%
Mean Gender Pay Gap % (part time)	Median Gender Pay Gap % (part time)
-24.22%	-42.38%
Mean Gender Pay Gap % (Temporary Contract)	Median Gender Pay Gap % (Temporary Contract)
-3.86%	-10.04%

Note 1: Bonus Gender Pay Gap does not apply in Prosper.
Note 2: A minus gap indicates women are paid more.



OUR METRICS

Pay Quartiles	# of Male	# of Female	% of Male	% of Female
A (Upper)	11	54	16.92%	83.03%
B (Upper Middle)	9	56	13.85%	86.15%
C (Lower Middle)	11	54	16.92%	83.08%
D (Lower)	21	45	31.82%	68.18%

Explaining our Pay Gap

Prosper operates within the social care sector in which traditionally, we tend to find more women than men. Within Prosper, women make up the majority of our workforce.

Prosper recognizes that gender diversity brings many benefits and we have employed a range of initiatives which we believe will drive gender diversity and bridge the gender pay gap in the future:

- Review our interview assessment framework - A steering group has been assembled to review our interview process to reduce bias and improve overall candidate experience.
- We have introduced bespoke interviewing and selection training for our hiring managers which promotes hiring based on merit and eliminating subjective bias from selection process.
- We have introduced a new online applicant tracking system which helps us to select candidates based on suitability for the role using cutting edge technology, minimizing the subjectivity that goes with traditional shortlisting.

In Conclusion....

Broadly speaking, most organisations' gender pay gap metrics will demonstrate that men are paid more than women. In Prosper, our metrics tell us that the opposite situation has unfolded due to a variety of factors for example, our industry is traditionally female dominated. And while we are proud that women are heavily represented in Prosper at every level of the organization; we would like to benefit from more gender diversity into the future.

Therefore, our purpose is to continue to build on the great work achieved in 2022 striving for a sustainable and gender balanced workforce in future years.



OUR CONTACT



www.prospermeath.com



01 - 849 3600



info@prospermeath.com



Beechmount Home Park, Navan