

Plastic Surgeon Gender Pay Gap Statement

Plastic Surgeon is committed to being an inclusive place to work, where everyone can reach their full potential based on merit. This is not only the right thing to do, consistent with our core values, but it is also vital for the success of our business. We review all colleagues' pay annually and check to ensure we offer equal pay within equal roles, regardless of gender.

We have conducted the analysis as at the date of 5th April 2023 as we are required to do in accordance with the UK gender pay gap regulations and present our results below.

Difference in hourly pay between men and women

	Mean *	Median **
Pay gap	9%	1%
Bonus gap	31%	25%

* **Mean:** a comparison of the average hourly pay for a woman with that of a man.

** **Median:** a comparison of the 'middle' hourly pay for a woman and a man if all pay amounts were sorted from low to high

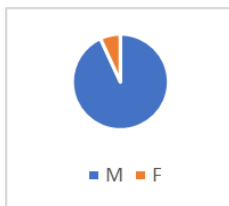
Proportion of women & men who received bonus



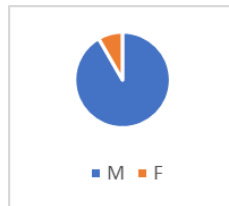
Proportion of women and men in each pay quartile

This is where everyone's pay is divided into four equal sized groups based on their hourly rate of pay and the proportion of women and men in each of the groups is calculated.

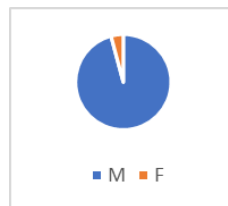
Upper Quartile



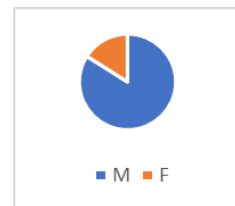
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Comments

Overall, our UK workforce is 8% female and 92% male, with our external field-based colleagues being 99% male. This is a similar proportion to the general UK restoration industry as our sector struggles to attract women into certain roles. We aim to encourage more women into our company and to make all roles accessible to everyone, creating genuine opportunities for talented people.

Our pay gap principally results from us having more men than women occupying higher paid roles such as managerial, or operating as field-based finishers, the gap is closing significantly with a new pay structure introduced in 2022.

We strive to ensure Plastic Surgeon is a great place to work where everybody feels valued, included and empowered. We have a culture of promoting from within and always do so on the basis of merit. We actively encourage ideas and challenge, to make us a better business.

I confirm the accuracy of the data reported.



Mike Aitken - Managing Director - March 2024