



Gender Pay Gap Report 2023

ubu is a trading name of Northern Life Care Ltd. and operates within the health and social care sector providing enablement, care and support to vulnerable adults.

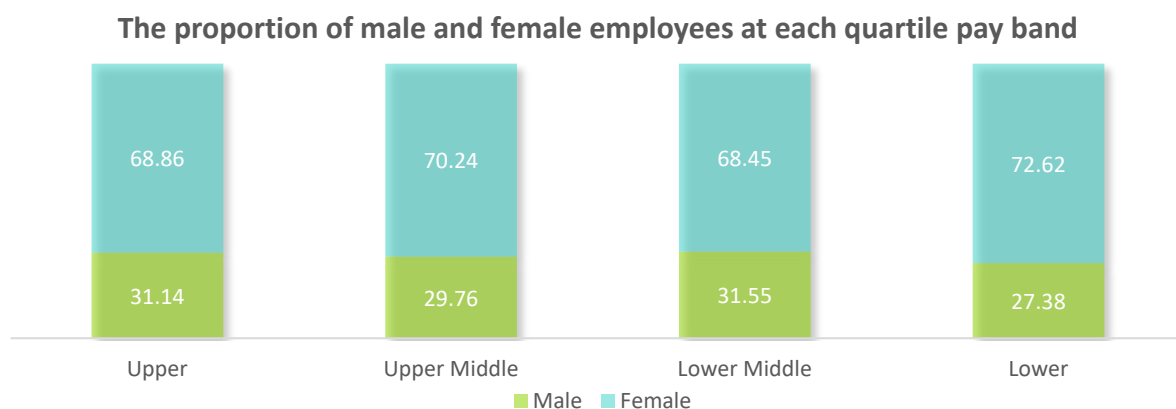
This Gender Pay Gap Report is based on data from 5th April 2023

ubu did not pay any bonuses to employees during the reference period.

The analysis measures the difference between the mean and median rates of pay for men and women employed by ubu. The existence of a pay gap does not indicate that men are paid more than women (or vice versa) for performing the same role.

The mean gender pay gap in 2023 is **0.0%** (2022 was -0.3%)

The median gender pay gap in 2023 is **0.0%** (2022 was 0.0%)



- The mean pay gap has changed from -0.3% in 2022 to **0.0% in 2023** indicating no mean gender pay gap.
- There is no median gender pay gap **0.0%**

Signature

John Perry

Chief Commercial Officer
For and on behalf of ubu

Date: 21st March 2024