



Gender Pay Gap Report 2025

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 2025

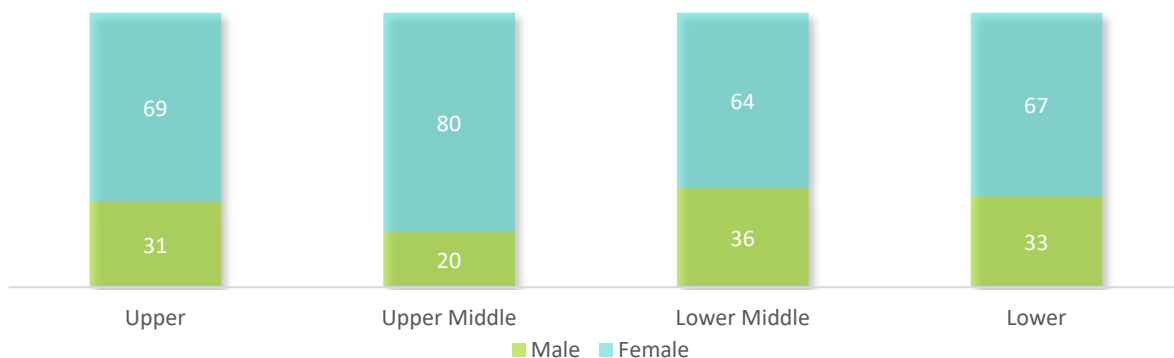
ubu did not pay any bonuses to employees during the reference period.

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 2025 is **-0.15%** (2024 was 0.3%)

The median gender pay gap in 2025 is **0.0%** (2024 was 0.0%)

The proportion of male and female employees at each quartile pay band



- The mean pay gap has changed from -0.3% in 2024 to **-0.15% in 2025** indicating a very small gender pay gap that is statistically insignificant.
- There is no median gender pay gap **0.0%**

Signature

John Perry

Chief Commercial Officer
For and on behalf of ubu

Date: 21st March 2026