



1Life Gender Pay Gap Report April 2025

We aim to engage with people in local communities to enhance lived through health and well-being and physical activity. To achieve this and to ensure this is reflected in our workplace we are committed to ensuring we have a diverse workforce.

We aim to make 1Life a great place for everyone to work. We take an inclusive approach in the workplace and focus on offering career pathways and development opportunities that are accessible for all. We operate with reward and recognition structures that are fairly applied to all, irrespective of gender.

At 1Life, the mean (average) gender pay gap is -14.8% and the median (average) gender pay gap is -35.0%.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	-14.80%	-35.00%

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues.

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	2.10%	54.50%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

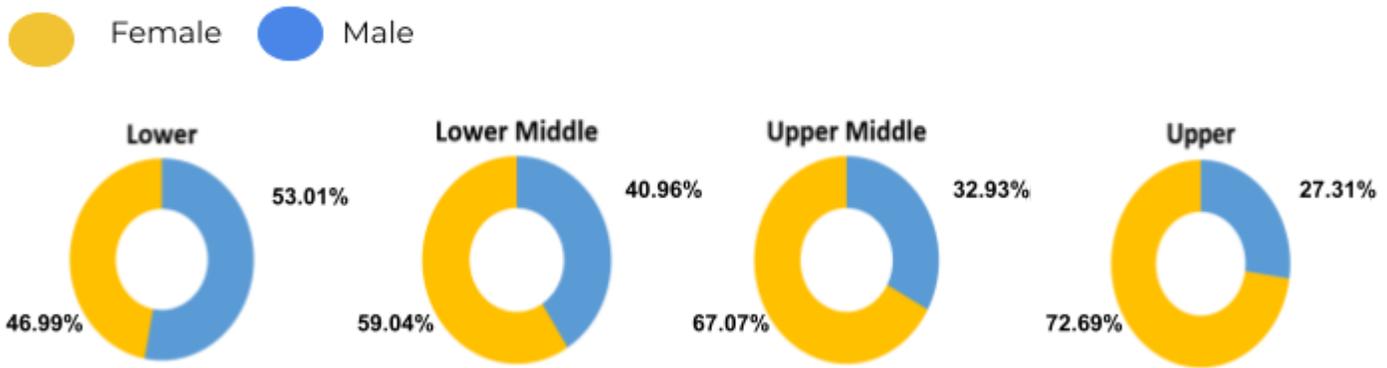
Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	8.80%
Female	17.00%

Proportion of Employees Receiving a Bonus compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles



In the 2025 reporting period, 1Life had an overall gender split of 38.76% male and 61.24% female.

I can confirm that the information and data reported, as at the snapshot date of 5 April 2025 is accurate in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Glen Hall
Managing Director

1Life Gender Pay Gap Report April 2024

We aim to engage with people in local communities to enhance lived through health and well-being and physical activity. To achieve this and to ensure this is reflected in our workplace we are committed to ensuring we have a diverse workforce.

We aim to make 1Life a great place for everyone to work. We take an inclusive approach in the workplace and focus on offering career pathways and development opportunities that are accessible for all. We operate with reward and recognition structures that are fairly applied to all, irrespective of gender.

At 1Life, the mean (average) gender pay gap is -15.1% and the median (average) gender pay gap is -3.1%.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	-15.1%	-3.1%

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues.

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	-59.0%	-59.0%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

Proportion of Employees Receiving a Bonus

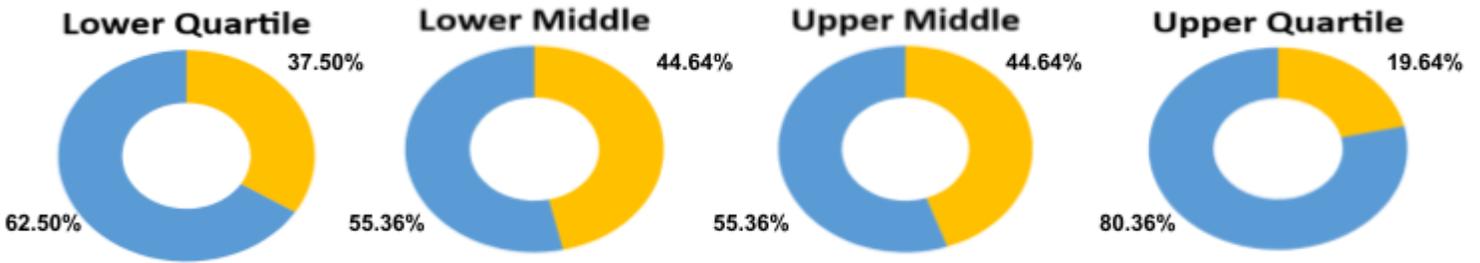
Gender	Percentage (%)
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Male	2.4%
Female	1.4%

Proportion of Employees Receiving a Bonus compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles

● Male ● Female



In the 2024 reporting period, 1Life had an overall gender split of 36.61% male and 63.39% female.

I can confirm that the information and data reported, as at the snapshot date of 5 April 2024 is accurate in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Glen Hall
Managing Director

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We aim to engage with people in local communities to enhance lived through health and well-being and physical activity. To achieve this and to ensure this is reflected in our workplace we are committed to ensuring we have a diverse workforce.

We aim to make 1Life a great place for everyone to work. We take an inclusive approach in the workplace and focus on offering career pathways and development opportunities that are accessible for all. We operate with reward and recognition structures that are fairly applied to all, irrespective of gender.

At 1Life, the mean (average) gender pay gap is -12.24% and the median (average) gender pay gap is -21.67%.

The gender pay gap is different from “equal pay”. Equal pay is the right for men and women to be paid the same when doing the same or equivalent work. The gender pay gap is the difference in the average earnings of men and women regardless of the job role or work.

Gender Pay Gap

Difference between men and women	Mean Average	Median Average
Gender Pay Gap*	-12.24%	-21.67%

Mean pay gap is the difference in average hourly rates of pay between male and female colleagues.

Median pay gap is calculated by ordering from lowest to highest the hourly rates of pay for each male colleague and separately the hourly rates of pay for each female colleague and comparing the middle value of each.

Bonus Gap

Difference between men and women	Mean Average	Median Average
Gender Bonus Gap	-16.03%	1.82%

Mean bonus gap is the difference in average bonuses between male and female employees, calculated from those who received a bonus in the year.

Median bonus gap is calculated by ordering from lowest to highest the bonuses for each male employee who received a bonus and separately the bonuses for each female colleague who received a bonus and comparing the middle value of each.

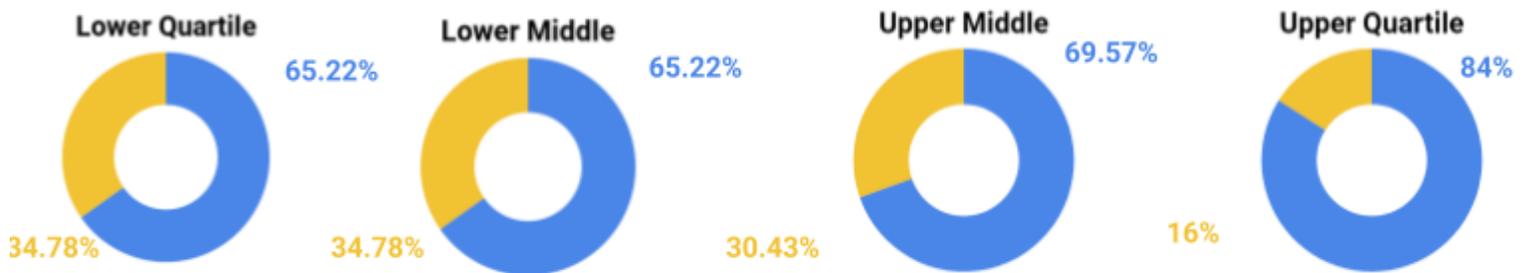
Proportion of Employees Receiving a Bonus

Gender	Percentage (%)
Male	9.52%
Female	10.76%

Proportion of Employees Receiving a Bonus compares the number of males and female employees who received a bonus to the overall number of male and female employees respectively.

Pay Quartiles

● Male ● Female



In the 2023 reporting period, 1Life had an overall gender split of 28.72% male and 71.28% female.

I can confirm that the information and data reported, as at the snapshot date of 5 April 2023 is accurate in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Glen Hall
Managing Director