



GENDER PAY GAP REPORT

At Explore, we strive to be recognised as an outstanding employer and for our fantastic reputation to attract the very best people to join our family. We are proud of our ambassadorial spirit and strive to build our reputation with families and schools across our local communities.

We recognise that having a gender balance in our workforce enables our people and our business to perform better. We are committed to achieving our mission to be the best possible complement to a school education for families across the United Kingdom.

As part of the Government plans to tackle gender inequality, and as a proud employer of over 3000 people, we will be publishing annual calculations showing the pay gap between those identifying as male and female in our business.

HEADLINE GENDER PAY GAP FINDINGS

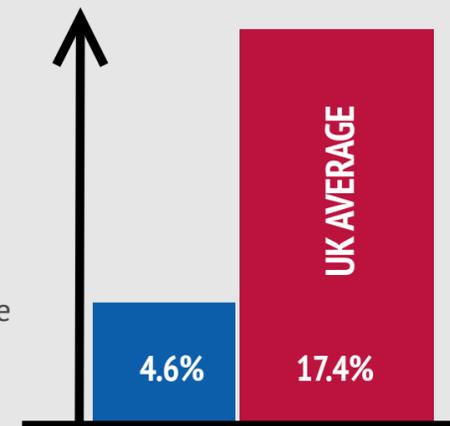
Our median gender pay gap is



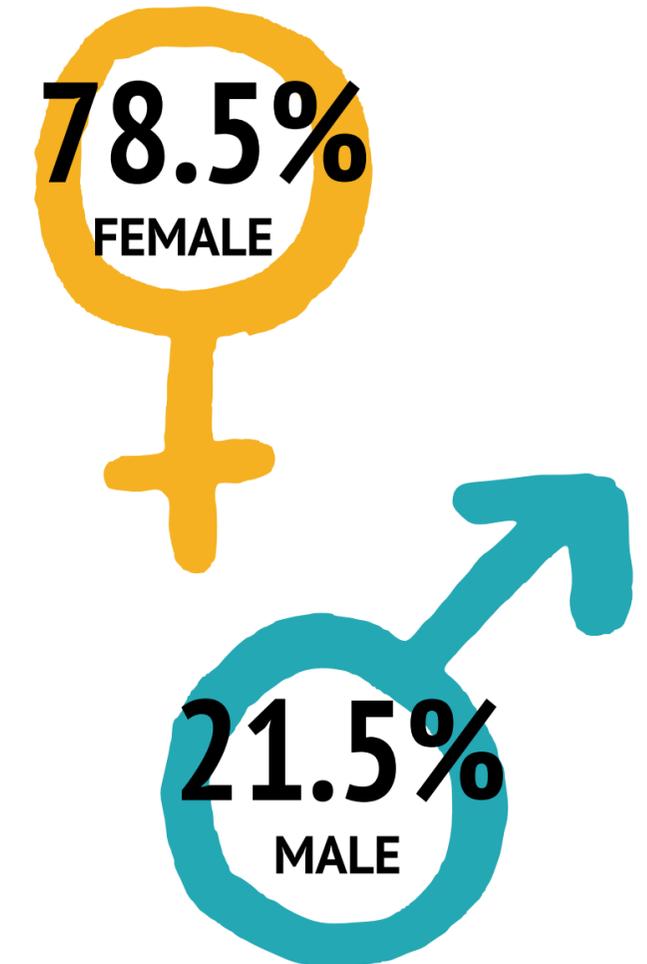
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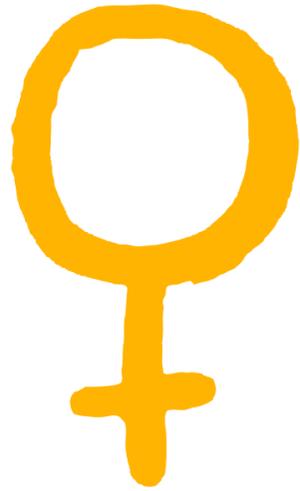
The small gap in our mean gender pay is reflective of the gender balance within our Senior Leadership Team. During the snapshot period, the Leadership Team was represented in a 3:1 male to female ratio.



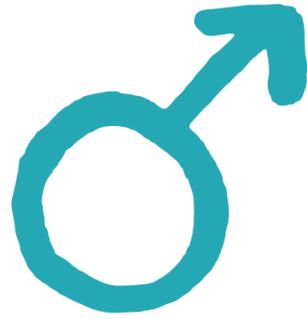
Explore has over 3500 employees working in over 130 sites around the UK. We are a 78.5% female company.



PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING BONUS PAY

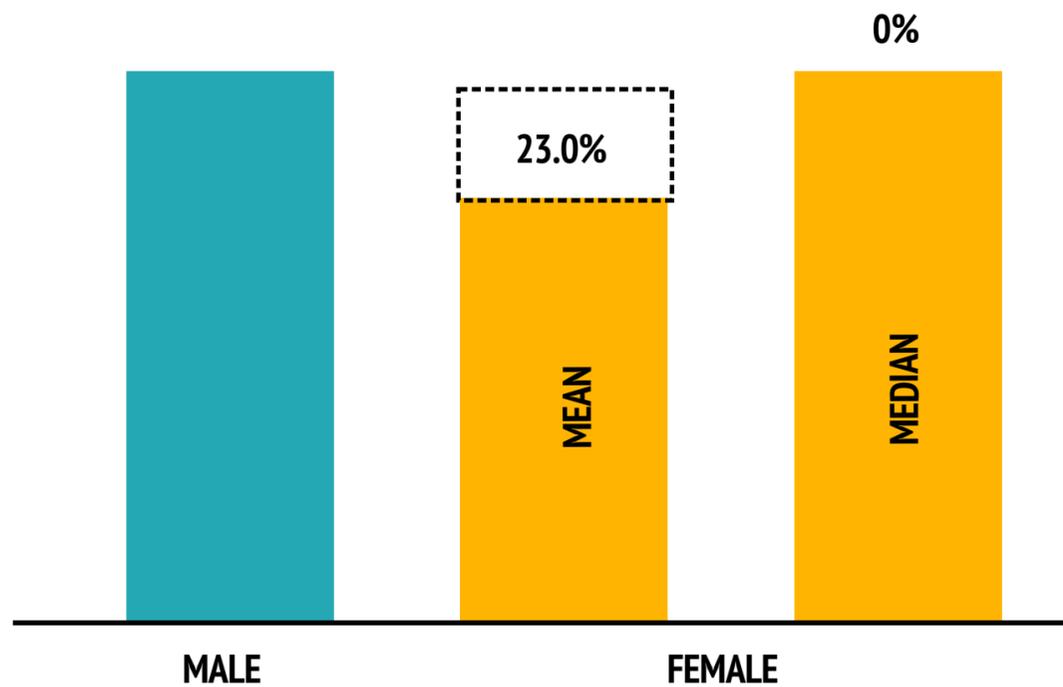


23.5 % OF WOMEN GETTING A BONUS

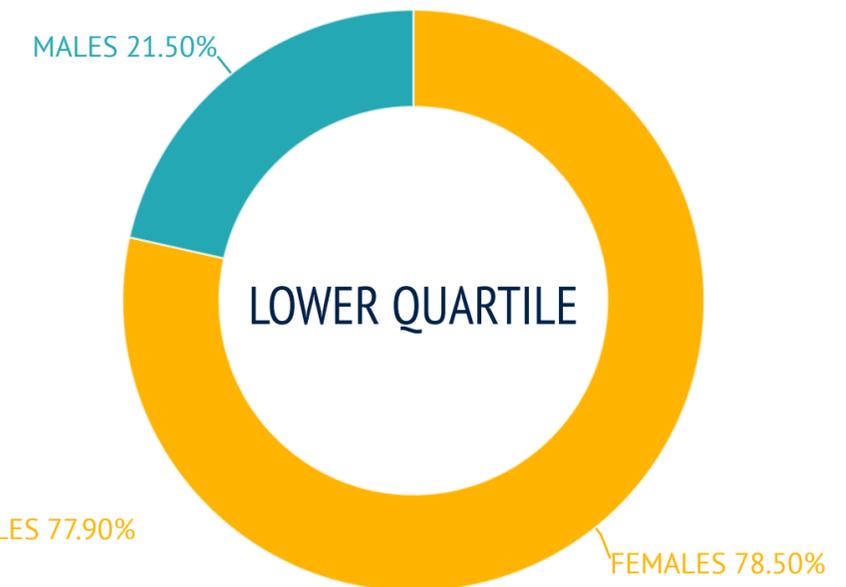
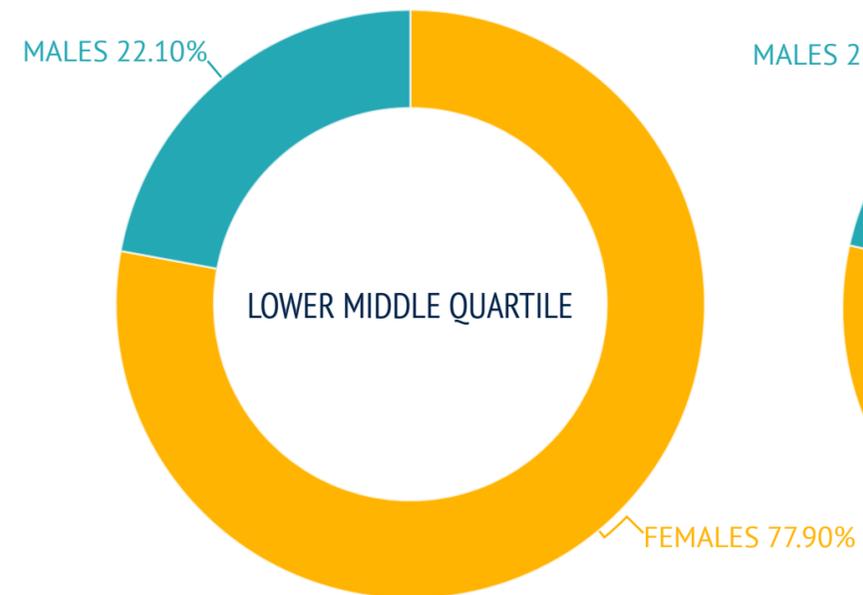
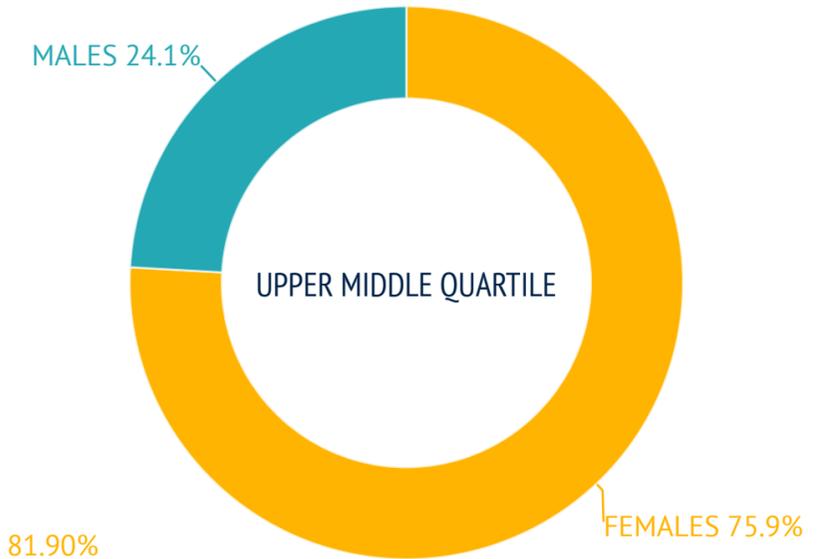
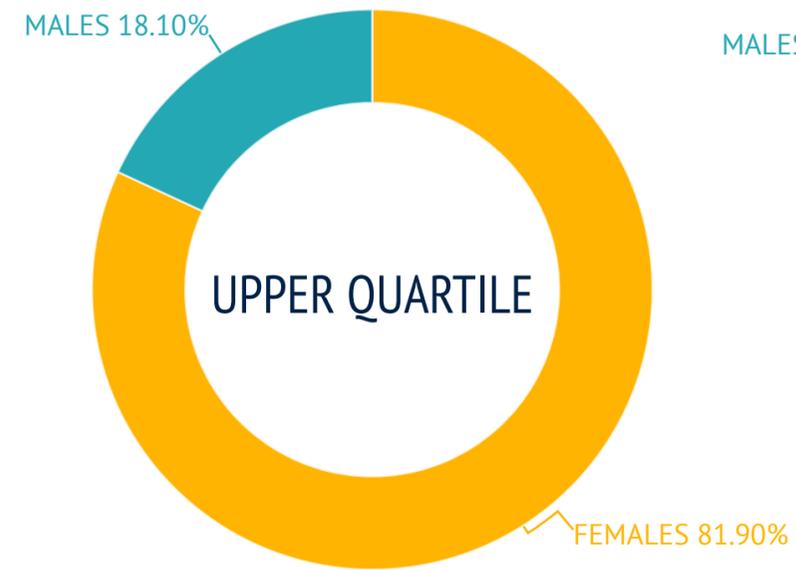


18.2% OF MEN GETTING A BONUS

BONUS PAY DIFFERENCES



PROPORTION OF MALE AND FEMALE UK EMPLOYEES IN QUARTILES





"We are very proud of our incredibly talented people and the impact they have on our business. At Explore, we are committed to providing our employees with the same opportunities for development and progression irrespective of their gender.

I am proud to publish our first gender pay gap report and I can confirm that the data in this report is accurate in meeting Government regulations. I am delighted that our median gender pay gap is 0% and that this is substantially lower than the UK average which stands at 18.4%. I feel that this is a real reflection of our family culture at Explore where we aim to create a welcoming place for employees and children of all backgrounds. We acknowledge our *mean* gap of 4.6% which, as stated, reflects the composition of our current Senior Leadership Team.

We place great value on shaping our business based on feedback from our employees. Back in early 2017, we introduced our first pay spines to promote transparency of pay. This mechanism ensures that men and women are paid equally for the jobs they complete removing any opportunities for bias. Our annual pay reviews across the business based upon these spines reward our employees according to performance and length of service regardless of gender.

The company has an ethos of promoting from within which means our core vision and values are embedded at every level. I began my journey with Explore as a tutor back in 2002 and have directly benefited from the fantastic culture of nurturing homegrown talent. I count myself lucky to work for such a forward-thinking business that champions internal development where promotion is irrelevant of gender.

Our journey doesn't stop here! Our gender pay gap of 0% gives us a social responsibility to lead the way as an organisation championing equality in pay. We will continue to work on promoting diversity within our talent pool to ensure our workforce reflects the diversity of the customers we serve. We remain committed to improving our flexibility and providing opportunities throughout the organisation for those returning from family leave."

A handwritten signature in black ink, appearing to read "Lisa Haycox", written over a faint, light-colored background.

"We will to continue to work on promoting diversity within our talent pool to ensure our workforce reflects the diversity of customers we serve"



Lisa Haycox
Operations Director