OneCare Limited Gender Pay Gap Employer Statement

OneCare Limited is committed to providing a fair, inclusive and respectful workplace where employees are valued and have access to fair opportunities, regardless of gender.

We recognise that the gender pay gap is different from equal pay. Equal pay for equal or comparable work is a legal requirement and is upheld at OneCare. The gender pay gap measures differences in average or median earnings between women and men across the organisation and can be influenced by workforce structure, role type, seniority, part-time work and caring responsibilities.

During the reporting period, OneCare continued to maintain policies and practices that support gender equality, including in recruitment, promotion, succession planning, equal remuneration, flexible work, parental leave, support for carers, prevention of sexual harassment, and family and domestic violence support.

OneCare also continued to consult with employees through employee experience surveys, consultative forums, exit interviews and performance discussions. This feedback helps inform our ongoing work to improve inclusion, flexibility, safety and fairness across the organisation.

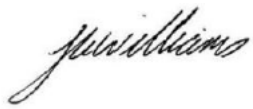
For the 2025–2026 reporting period, OneCare has set three gender equality targets:

- Strengthen sexual harassment policies and reporting, including leadership accountabilities, respectful workplace training, disclosure and investigation processes, and anonymous reporting options.
- Improve support for employees with caring responsibilities, including breastfeeding facilities and internal support networks for parents and carers.
- Increase representation of under-represented gender groups in management, including key management personnel, other executives or general managers, senior managers and other managers.

At the time of preparing this statement, OneCare's 2025–2026 gender pay gap analysis had not yet been finalised. Once available, the results will be reviewed in the context of OneCare's workforce profile and used to inform future action.

OneCare remains committed to strengthening its workforce data capability, supporting fair and transparent remuneration practices, promoting flexible work and caring responsibilities, and maintaining a safe, respectful and inclusive workplace for all employees.

Peter Williams



CEO, OneCare Limited
May 2026