

2020 | Recipharm Holmes Chapel

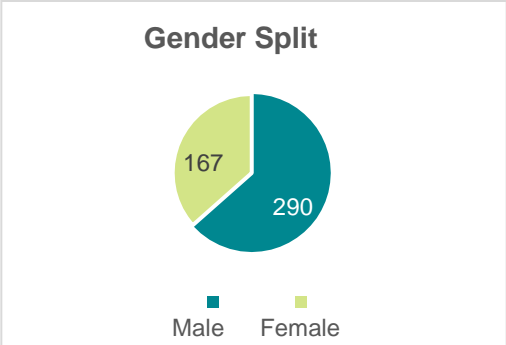


Gender Pay Gap Report 2019/2020

At **Recipharm in Holmes Chapel** we take pride in offering a rewarding career, irrespective of gender, and we work hard to ensure that we provide equal opportunity for each individual to develop and grow.

Furthermore, we are committed to ensuring that we have an objective and unbiased reward framework with salary bandings derived through analysis of market data and job content coupled with clear and transparent bonus guidelines so all of our colleagues understand how bonus eligibility and calculations are determined.

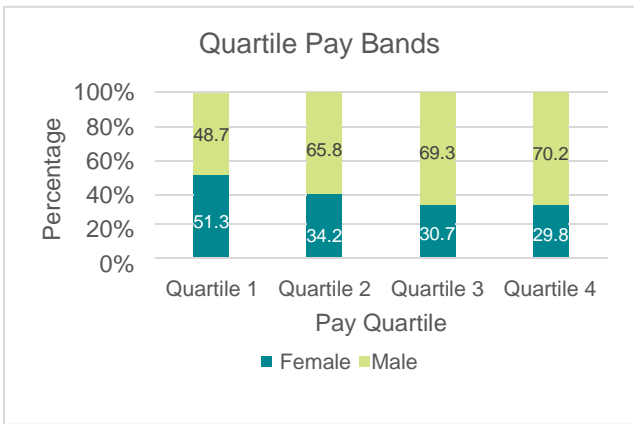
As an employer of more than 250 people, we are now required by UK law to publish our gender pay gap information. 2019/2020 marks the first year of the legal requirement for us to report its gender pay gap and as we strive to close our gender pay gap, we look forward to using this opportunity to inform and guide us in where our areas of focus need to be.



Our Gender Pay Gap at 5th April 2020:

- The difference between the MEAN hourly rate of male and female employees was **7.35%**
- The difference between the MEDIAN hourly rate of male and female employees was **12.00%**
- The difference between the MEAN bonuses paid to relevant male employees and those paid to relevant female employees was **-10.15%**
- The difference between MEDIAN bonuses paid to relevant male employees and those paid to relevant female employees was **13.13%**

% in Receipt of Bonus	
Male	94.14%
Female	90.64%



Quartile Pay Bands:

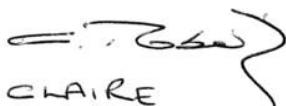
As a predominantly male workforce (63%), the impact of more males being employed in more senior roles is shown in the chart to the left. We have ranked all employees pay from lowest to highest and then divided the population in to four equal groups which we have analysed by the proportion of Male and Female employees in each of the 4 quartiles.

Next Steps:

- Our priority is ensuring that all our colleagues have equal opportunity to enjoy a successful and rewarding career. During opportunities available to them.
- This framework, along with our commitment to advertising all roles internally prior to external recruitment, will support the development of even more of our female colleagues towards senior roles within the organisation.
- We will continue to monitor our Gender Pay Gap through the 2021 GPG report and complement this with a detailed plan of our next steps for 2022.

Declaration:

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Signed:  Date: 01/10/2021
 Name: CLAIRE ROBERTS Position: GENERAL MANAGER