

2023 GENDER PAY GAP

ROWLANDS PHARMACY

3,319
Colleagues Employed



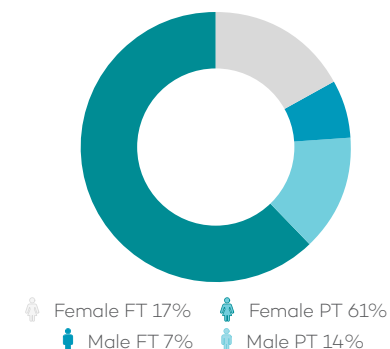
Proportion of males and females receiving a bonus



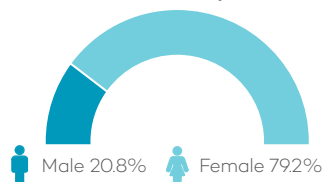
Mean and median pay gap

2024	14.8% mean	0.0% median
2023	19.5% mean	0.1% median

Gender split by part time and full time employees



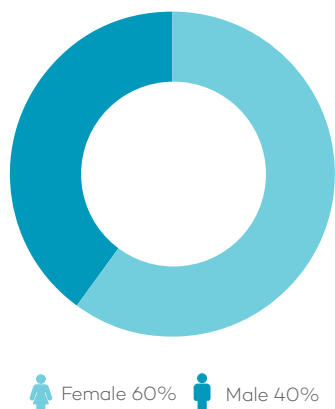
Gender Split



Mean and median Bonus pay gap

2024	62.9% mean	3.3% median
2023	47.2% mean	10.6% median

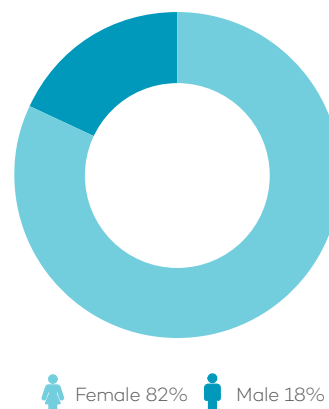
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Declaration

I can confirm that the L. Rowland Retail Ltd Gender Pay Gap calculations featured in this report are accurate.

Rhys Parry,
Director of HR

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