

2023 GENDER PAY GAP

PHOENIX HEALTHCARE DISTRIBUTION LTD



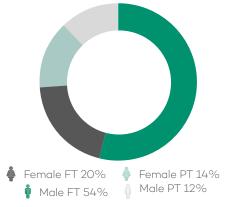
Proportion of males and females receiving a bonus

Male
78.2%
Female
80.8%

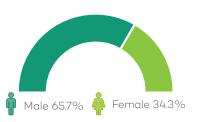
Mean and median Bonus pay gap

2023	-60.2% mean	5.3% median
2022	-54.0% mean	11.1% median

Gender split by part time and full time employees



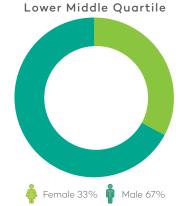
Gender Split

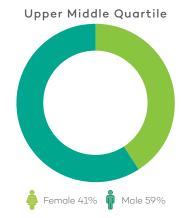


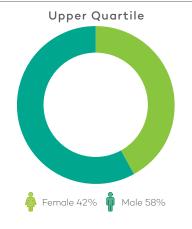
Mean and median pay gap

2023	-7.0% Mean	-5.2% Median
2022	-4.2% Mean	-2.0% Median









Declaration

I can confirm that the PHOENIX Healthcare Distribution Ltd Gender Pay Gap calculations featured in this report are accurate.

Banns

Rhys Parry, Director of HR

PHOENIX Healthcare Distribution