



a PHOENIX company

GENDER PAY GAP REPORT

APRIL 2023 - APRIL 2024

ABOUT PHOENIX

PHOENIX Group is owned by the Merckle family and is headquartered in Germany.

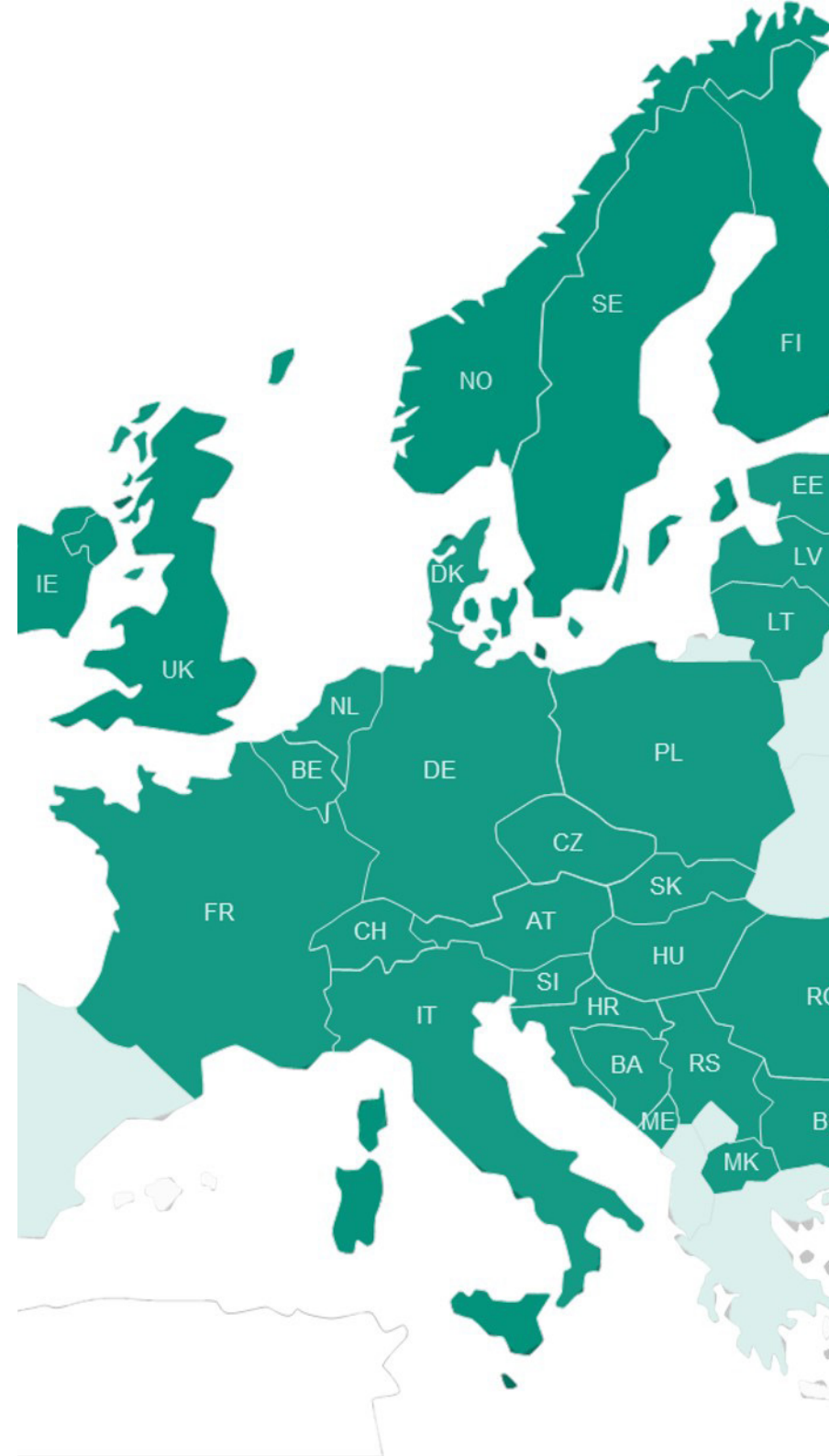
With over 49,000 employees in 29 European countries.

PHOENIX UK – Key Facts

- **320+ owned** retail and hospital pharmacies (Rowlands)
- **12** distribution centres across the UK
- **Best in class** prescription and service propositions
- **280m** prescriptions picked and delivered annually
- **14,500** average number of deliveries per day

We specialise in medicine distribution, pharmaceutical care and pharmacy-based primary care services.

We work in partnership with the NHS, healthcare commissioners and providers, as well as pharmaceutical manufacturers.



PHOENIX UK SNAPSHOT

20M

Patient contacts in
pharmacies per
year

RUNCORN

UK Head Office



More than

6,700

owned pharmacies, OPD,
PSUK &
Numark members



186M

Units handled
per year



Revenue

2.1

£ billion 24/25

Delivery
Vehicles

860



Comprehensive full line delivery

Twice daily

Propositions with Numark and PSUK

PHOENIX Healthcare Distribution

comprises our supply chain and commercial teams. Our job roles and skill mix are highly diverse; however, the vast majority of our colleague population comprises of operational warehouse roles and delivery drivers.

Services for more than

150

pharmaceutical
manufacturers



Distribution Centres

12

World class Wakefield
RDC opened 2023



GENDER PAY GAP

Overview

It is important to note that the Gender Pay Gap does not mean Equal Pay.

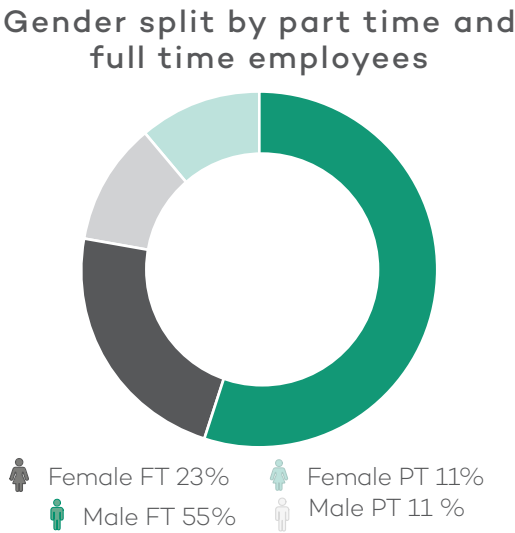
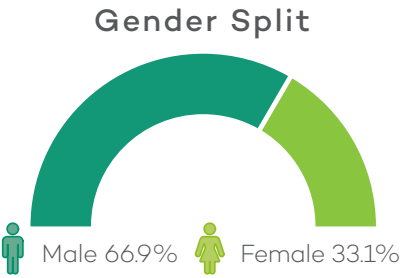
What the data shows

We have continued to make progress on the Gender Pay Gap. In fact, in this reporting period, overall, our Gender Pay Gap favours women.

Our gender split continues to align with ONS labour market data publications, where the sector attracts a higher proportion of males who are more likely to accept positions with from 5.3% to 0.0% which reflects the number of colleagues receiving the seasonal payment. unsociable hours, including weekend , and night shift working.

While only a third of PHO colleagues are women, a high proportion of these colleagues occupy senior leadership roles and are bonus-eligible.

Our commercial team also includes a high number of female colleagues who are eligible for performance related bonuses. This is a key influence on the mean bonus pay gap, which is 54.2% favourable towards women.



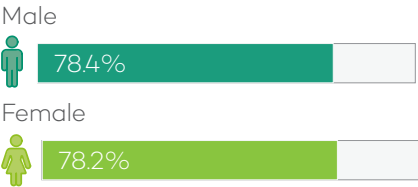
Mean and median pay gap

2024	-6.5% Mean	-1.2% Median
2023	-7.0% Mean	-5.2% Median

Mean and median Bonus pay gap

2024	-54.2% mean	0.0% median
2023	-60.2% mean	5.3% median

Proportion of males and females receiving a bonus





Lower Quartile



 Female 48%  Male 52%

Lower Middle Quartile



 Female 14%  Male 86%

Upper Middle Quartile



 Female 36%  Male 64%

Upper Quartile



 Female 36%  Male 64%

The illustrations above show the proportion of male and female colleagues that fall into each quartile pay band, once the workforce is divided into four equal parts.

Declaration

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



Rhys Parry,
Director of HR

OUR ACTIONS

We are committed to creating an inclusive environment and ensuring equal opportunities across the colleague lifecycle. We will continue to develop and deploy people practices to support this commitment.

Our leadership team is also fully committed to fostering an inclusive workplace where every colleague has the opportunity to thrive, regardless of their background or characteristics.

How inclusive we are as an organisation is measured through our colleague engagement survey, and it is one of our top three scoring questions.

In this reporting year, we have continued to take steps to address the Gender Pay Gap and enhance workplace equality for all our colleagues. Some of these initiatives include:

- **Flexible Working Initiatives:** We have expanded our flexible working opportunities where possible, actively encouraging flexible working requests to support our colleagues in achieving a better work-life balance.
- **Enhancing our Colleague Benefits:** We introduced a financial wellbeing product in 2024, and we are committed to increasing paid maternity leave in 2025. We also ensure that our family leave policies are supportive.
- **Career Pathway Development:** We have worked on developing clear career pathways for colleagues across key areas of the business, ensuring growth and development opportunities are accessible and inclusive.
- **Engagement with Apprenticeships and Learning Providers:** We've partnered with apprenticeship and learning providers who can offer flexible courses at all levels, helping to upskill our workforce and create more diverse learning opportunities.
- **Ongoing Monitoring:** We will implement continuous monitoring of our internal processes, setting specific milestones to reduce the gender pay gap and tracking our progress regularly.

We continue to take a deeper look at the underlying causes of our gender pay gap through:

- **Root Cause Analysis:** We will continue to conduct a thorough analysis to identify the reasons behind any gender pay gaps.
- **Employee Feedback and Engagement:** We will continue to gather feedback from our colleagues to assess their perception and views on our inclusion practices.



PHOENIX Healthcare Distribution Ltd
Rivington Road, Whitehouse Industrial Estate,
Preston Brook, Runcorn, WA7 3DJ
Tel: +44 (0)1928 750500
www.phoenixmedical.co.uk