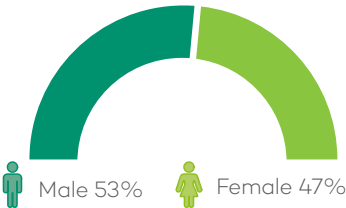


2023 GENDER PAY GAP

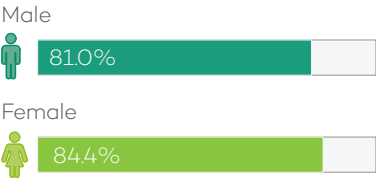
PHOENIX MEDICAL SUPPLIES LTD



Gender Split



Proportion of males and females receiving a bonus



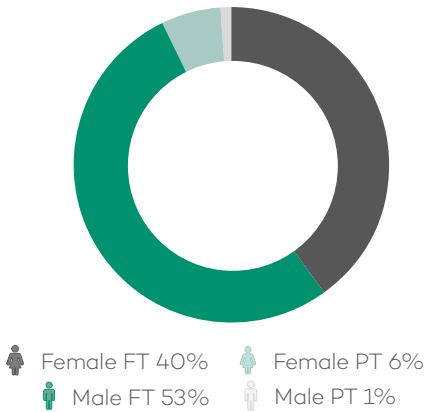
Mean and median pay gap

2023	33.2% Mean	22.1% Median
2022	41.8% Mean	22.7% Median

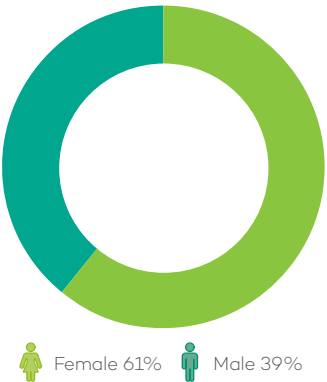
Mean and median Bonus pay gap

2023	65.4% mean	0.0% median
2022	71.8% mean	0.0% median

Gender split by part time and full time employees



Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Declaration

I can confirm that the PHOENIX Medical Supplies Ltd Gender Pay Gap calculations featured in this report are accurate

Rhys Parry,
Director of HR

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