

GENDER PAY GAP REPORT

APRIL 2023 - APRIL 2024

PHOENIX UK AT-A GLANCE

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

>4,300

employees



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 is not the same as Equal Pay

What the data shows

Pay Gap

- The mean pay gap has decreased in 2024 to 31.5% from 33.2% in 2023.
- The median pay gap has reduced slightly from 22.1% in 2023 to 21.6% in 2024.

Bonus Gap

The median bonus pay gap remains at 0% this year, while the mean bonus pay gap has significantly decreased to 48.7% in 2024 from 65.4% in 2023.

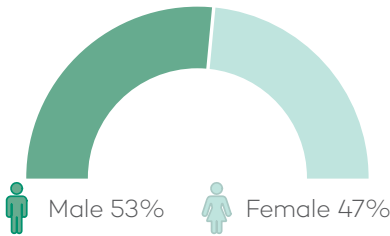
This is influenced by the increased number of female colleagues who receive personal performance bonuses and the alignment across this population in terms of the percentage of bonus they receive.

338

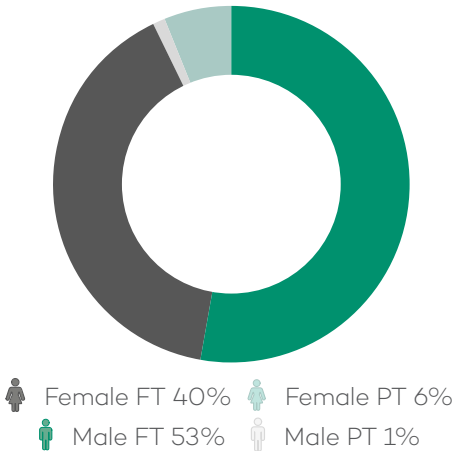
Colleagues Employed



Gender Split



Gender split by part time and full time employees



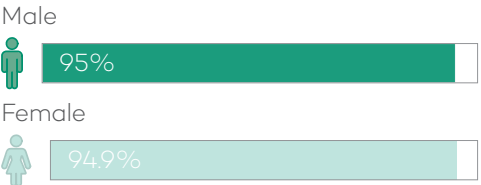
Mean and median pay gap

| | | |
|------|---------------|-----------------|
| 2024 | 31.5% mean | 21.6% median |
| 2023 | 33.2% Mean | 22.1% Median |

Mean and median Bonus pay gap

| | | |
|------|---------------|----------------|
| 2024 | 48.7% mean | 0.0% median |
| 2023 | 65.4% mean | 0.0% median |

Proportion of males and females receiving a bonus



GENDER PAY QUARTILES


Lower Quartile



 Female 63%  Male 37%



Lower Middle Quartile



 Female 46%  Male 54%



Upper Middle Quartile



 Female 45%  Male 55%

Upper Quartile



 Female 33%  Male 67%

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.

There has been very little change in the male/female split across all quartiles. This is a result of lower turnover vs our other UK entities against the last reporting period.

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

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:

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.

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.

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