

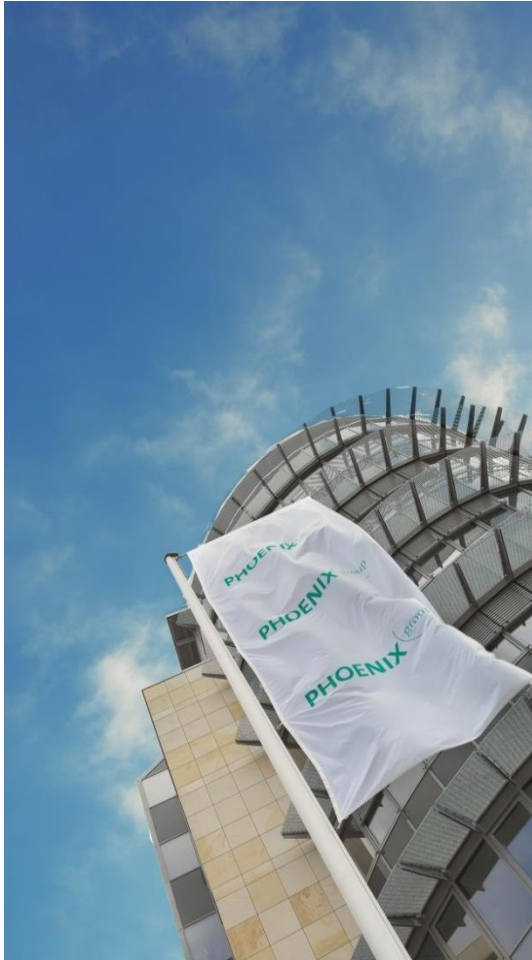
Gender Pay Gap 2017

Phoenix Healthcare Distribution Ltd

Our company



a PHOENIX company



Phoenix Healthcare Distribution Limited is part of the Phoenix Group, a pan-European pharmaceutical wholesaling and retailing company and one of the top 5 pharmaceutical wholesalers in the world. In the UK, the Phoenix Group employs more than 6,000 employees to ensure that medicines and other health products arrive quickly and reliably wherever they are needed via our 13 distribution centres and more than 500 Rowlands' community pharmacies.

The primary goal and the biggest success factor for the Phoenix Group in the UK is its innovative and forward thinking services for manufacturer partners, customers and patients. Our businesses offer services along the entire pharmaceutical supply chain, and we always strive to ensure the highest quality and the best service.

The Phoenix Group in the UK is comprised of a number of employing entities. This report presents data for Phoenix Healthcare Distribution Ltd. The information detailed within this report is based upon data analysed as at April 2017.

As part of its commitment to equal opportunities, Phoenix Healthcare Distribution Limited believes that its male and female employees should be rewarded fairly and offered the same opportunities.

In addition to existing equal opportunity obligations, the introduction by the government of gender pay gap reporting requirements illustrates the difference in pay between all males and all females in a workforce and in doing so focusses an organisation's attention on differences in reward.

Broadly, the gender pay gap is the ***difference between the average pay of a male and a female*** working within the same organisation, expressed as a percentage of a male's average pay and regardless of role or seniority. This is distinctly ***different from equal pay***. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

We promote gender equality and diversity inclusion throughout all sectors of our business through equal access to our ongoing programmes available in the form of training, development, promotion and provision of a good working environment.

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Phoenix Healthcare Distribution Limited (PHD) consists of 13 wholesaling depots across the UK and employs people in our supporting functions such as Sales, Marketing, Maintenance, Administration, etc. PHD distributes pharmaceutical, surgical, medical equipment, over the counter (OTC) and other products to many market segments of the healthcare system, including pharmacies, hospitals and GPs. In each segment, we strive to provide the highest quality service and support required to allow our customers to flourish in the evolving healthcare system.

The majority of those employed in PHD work across our 13 depots. Pay rates for 85% of our depot-based roles which includes Warehouse Operatives, Drivers, Fork Lift Truck Drivers and Team Leaders, are collectively agreed on an annual basis with our recognised trade unions.

The wholesaling sector has historically attracted a higher proportion of male employees due to the perceived notion that these roles are less flexible, therefore less conducive to a family life balance. At PHD, we do employ more males than females, and as such these employees are more likely to work unsociable working patterns like night shifts and weekend working. Those who work during these unsociable hours receive premium payments and supplements in addition to their standard rate of pay, and as we have more males, this contributes to our gender pay gap.

Our figures also display a bias towards females when reviewing the gender bonus gap. More females occupy higher paid roles, as can be seen in the top two quartiles, which leads to the females receiving 12.4% more than when calculating the mean gender bonus gap.

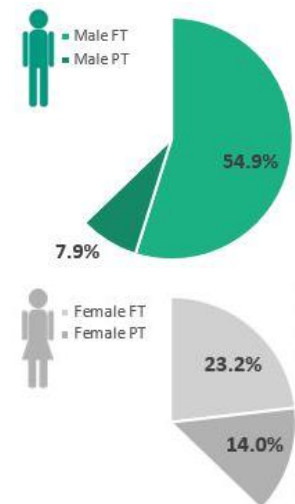
1,360

people employed

Gender split

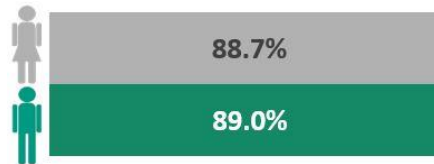


Gender split by part time and full time employees



Mean and median pay gap	6.7% mean	-2.6% median
Mean and median gender bonus gap	-12.4% mean	18.7% median

Proportion of males and females receiving a bonus



This is the percentage of male and female employees in four quartile pay bands (dividing Phoenix Healthcare Distribution Ltd into four equal parts).

Our promise



a PHOENIX company

At Phoenix Healthcare Distribution Limited, we believe that our gender pay gap is due to the demographics of our workforce in that a higher proportion of males work in our wholesaling depots and attract premium rates for unsociable working patterns, whereas a higher proportion of females occupy higher paid head office roles.

As part of a wider transformation project, during 2018 Phoenix Healthcare Distribution Limited is committed to:

- Undertaking a wholesale review of job descriptions to ensure they accurately reflect roles and responsibilities
- Introducing a job evaluation scheme
- Implementing a grading and benefits structure
- Reviewing annual bonus arrangements
- Support career progression throughout all levels of our business



I confirm the gender pay gap data contained in this report is accurate.

A handwritten signature in black ink, appearing to read "Julie Fitzmaurice-Higgins".

Julie Fitzmaurice-Higgins , HR Director