



a PHOENIX company

2024

# GENDER PAY GAP

# PHOENIX HEALTHCARE DISTRIBUTION LTD



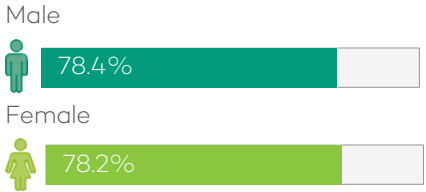
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## 1,482

Colleagues Employed



Proportion of males and females receiving a bonus

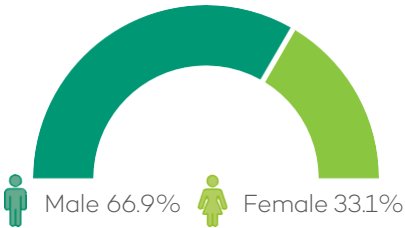


Gender split by part time and full time employees



Female FT 23% Female PT 11%  
Male FT 55% Male PT 11%

Gender Split



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

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%