



2024 GENDER PAY GAP



PHOENIX MEDICAL SUPPLIES LTD



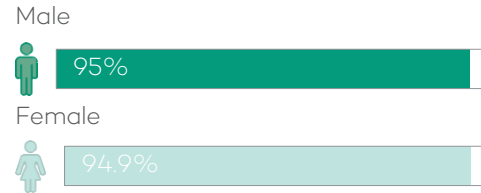
a PHOENIX company

338

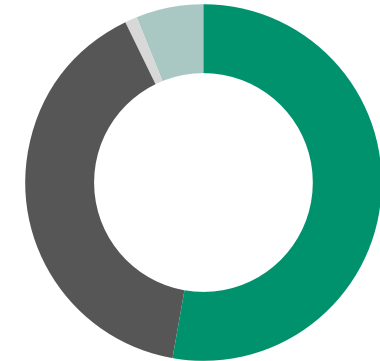
Colleagues Employed



Proportion of males and females receiving a bonus

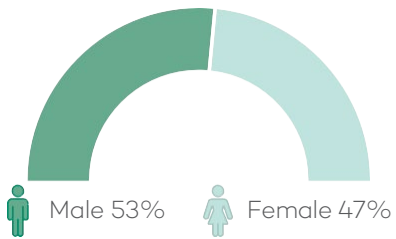


Gender split by part time and full time employees



Female FT 40% Female PT 6%
Male FT 53% Male PT 1%

Gender Split



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

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%