

# Waremass Limited

## Gender Pay Gap Report April 2017

We want to reward our staff fairly for the job they do, regardless of gender. All our processes and policies support this and we are proud of our diverse teams in our pharmacies. Our report covers all grades from Senior Managers to Pharmacists to Counter and Warehouse assistants and, like many other pharmacy businesses, we pay at least the national minimum wage for roles. Our grading structure represents the way we do business – it's straightforward and considers what is right for us.

Pay and Bonus gap	Mean	Median
Gender pay gap	18.2%	-5.0%
Gender bonus gap	48.1%	-73.3%

Gender pay by quartile	Men	Women
Upper quartile	31.3%	68.7%
Upper middle quartile	16.3%	83.7%
Lower middle quartile	32.4%	67.6%
Lower quartile	26.3%	73.7%

Waremass employs significantly more females than males, and whilst traditionally in counter assistant and dispensing roles, we are seeing improved recruitment of females in Pre-registration Pharmacist and Pharmacist posts. Waremass' pay quartiles show the predominance of females in all four quartiles.

On the review date of 5<sup>th</sup> April 2017, Waremass employed 715 staff, based at our 60+ pharmacies, head office and warehouse. Our workforce is predominantly female (73%), however the highest-paid employees are mostly male, Senior Managers and Pharmacist Managers.

We are encouraged that our mean pay gap of 18.2% is better than comparative businesses and is also closely aligned to the mean national average of 17.4%. Our median pay gap is significantly better than median national average of 18.4%, due to our mainly female workforce.

In the year to 5<sup>th</sup> April 2017, 82.7% of the female workforce qualified for a bonus and 80.5% of the male workforce. Part-time employees were paid their bonus on a pro-rata basis. In explanation for the 48.1% mean bonus statistic; higher bonuses are paid to senior personnel who are all full-time workers and currently predominantly male.

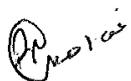
### Actions we've already taken and what we're planning to do to close any significant gaps

**Keep doing the right things.** We know that if we stick to being fair and equitable with all our employees we will continue to drive down the gender pay gap. We are confident that our positive encouragement of flexible working aids the career maintenance and progression of women in our workforce.

**A diversified, gender balanced senior team.** We seek to evolve the composition of the senior team to include a greater balance of both male and female members where it is possible to do so. We need to maintain our effort in recruiting and developing more female Pharmacist Managers who are eligible for higher pay and bonuses.

**Challenge ourselves to think differently.** We have different areas in our business that historically attract a higher proportion of females or males and we need to address this more pro-actively. We will review our recruitment process, training programmes and working patterns to ensure the right culture to encourage females to apply for senior management roles.

I confirm that the data reported is accurate.



**Bharat Chotai**  
Senior Director of Operations, 3<sup>rd</sup> April 2018