

Waremass Limited

Gender Pay Gap Report April 2018

Now in our 2nd year of Gender Pay Gap reporting, we continue 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	
	2017	2018	2017	2018
Gender pay gap	18.2%	17.5%	-5.0%	-3.9%
Gender bonus gap	48.1%	56.5%	-73.3%	-19.1%

Gender pay by quartile	Men		Women	
	2017	2018	2017	2018
Upper quartile	31.3%	32.8%	68.7%	67.2%
Upper middle quartile	16.3%	17.5%	83.7%	82.5%
Lower middle quartile	32.4%	33.9%	67.6%	66.1%
Lower quartile	26.3%	26.0%	73.7%	74.0%

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.

During the month of April 2018, Waremass employed 761 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 17.5% is an improvement of our 2017 figure of 18.2% and continues to be better than the mean national average of just over 18%. Our median pay gap is significantly better than median national average of 17.9%, due to our mainly female workforce.

The company pays bonuses to all employees that qualify by length of service. In the year to March 2018, 80% of females and 79% of males qualified for a bonus. Part-time employees were paid their bonus on a pro-rata basis. In explanation for the 56.5% mean bonus statistic; higher bonuses are paid to senior personnel who are all full-time workers and currently predominantly male.

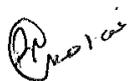
What we're doing to close any significant gaps

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 continually 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, 1 April 2019