Waremoss Limited

Gender Pay Gap Report April 2025

Now in our 8th 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 over 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.

	Mean	Median
Pay and Bonus gap	2024	2024
Gender pay gap	13.8%	-1.6%
Gender bonus gap	48.8%	-11.1%

	Men	Women
Gender pay by quartile	2024	2024
Upper quartile	30.3%	69.7%
Upper middle quartile	8.4%	91.6%
Lower middle quartile	37.1%	62.9%
Lower quartile	34.7%	65.3%

Waremoss 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. Waremoss' pay quartiles show the predominance of females in all four quartiles.

As at 5th April 2025, Waremoss employed 1176 staff, based at our 80+ pharmacies, head office and warehouse. Our workforce is predominantly female (75.5%), however the highest-paid employees are mostly male, Senior Managers and Pharmacist Managers.

The company pays bonuses to all employees that qualify by length of service. In the year to March 2025, 82% of females and 81% of males qualified for a bonus. Part– time employees were paid their bonus on a pro-rata basis. In explanation for the 48.8% mean bonus statistic; higher bonuses are paid to senior personnel who are all full-time workers and currently predominantly male.

What we're continuing to do to close any significant gaps

We know that if we stick to being fair and equitable with current and new employees, we will 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. We continually review our recruitment process, training programmes and working patterns to ensure the right culture to encourage females to progress their career into a senior management role.

I confirm that the data reported is accurate.

Bharat Chotai
Operations Director, 1 April 2026