

# Paydens Ltd

## Gender Pay Gap Report 2023

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap in order to show how large the pay gap is between their male and female employees.

### Headline gender pay figures

The information below shows our median and mean gender pay gap and bonus pay gap based on hourly rates of pay as at the snapshot date of 5 April 2023, and bonuses paid in the year to 5 April.

Pay and bonus gap		
	Median	Mean
Gender pay gap	-4.5%	12.3%
Gender bonus pay gap	-12.7%	72.9%

Proportion of employees receiving a bonus	
Female	74.1%
Male	65.0%

Proportion of females and males in each quartile band		
	Female	Male
Lower quartile	54.3%	45.7%
Lower middle quartile	86.6%	13.4%
Upper middle quartile	89.4%	10.6%
Upper quartile	74.7%	25.3%

### Understanding the gap

Paydens Ltd's workforce is made up of significantly more female than male staff. This profile reflects the nature of the community pharmacy sector. Although there is an overall average (mean) pay gap of 12.3% there is only a significant difference in the upper quartile. This is because this quartile has a very wide range of roles from dispensary assistants to pharmacist managers to the executive management team. The median gap is now minus 4.5%.

We are confident that men and women are paid equally for doing equivalent jobs across our organisation and that the pay gap is related to people carrying out different roles.

With regards to bonuses, the average bonus pay gap is much higher than the hourly pay gap. This arises because the relative proportion of men in more senior roles is higher than that of the business as a whole.

Paydens Ltd believes in being an inclusive and diverse organisation where everyone has the opportunity to reach their full potential. We will continue to ensure that all future roles, particularly those at a senior level, are made equally available to both male and female candidates.

I confirm that the data reported is accurate.



**Alexander Pay**

Managing Director, 19 March 2024