

Our 2018 Gender Pay Gap Report

Penn Pharmaceutical Services Ltd trading as PCI Pharma Services

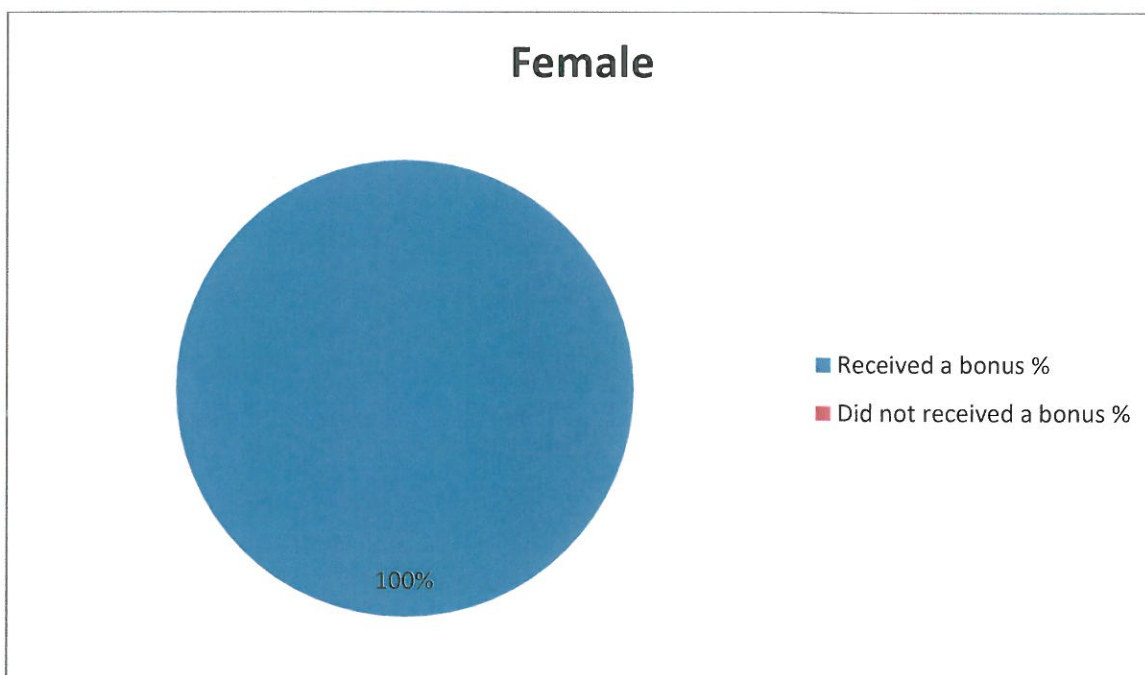
We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

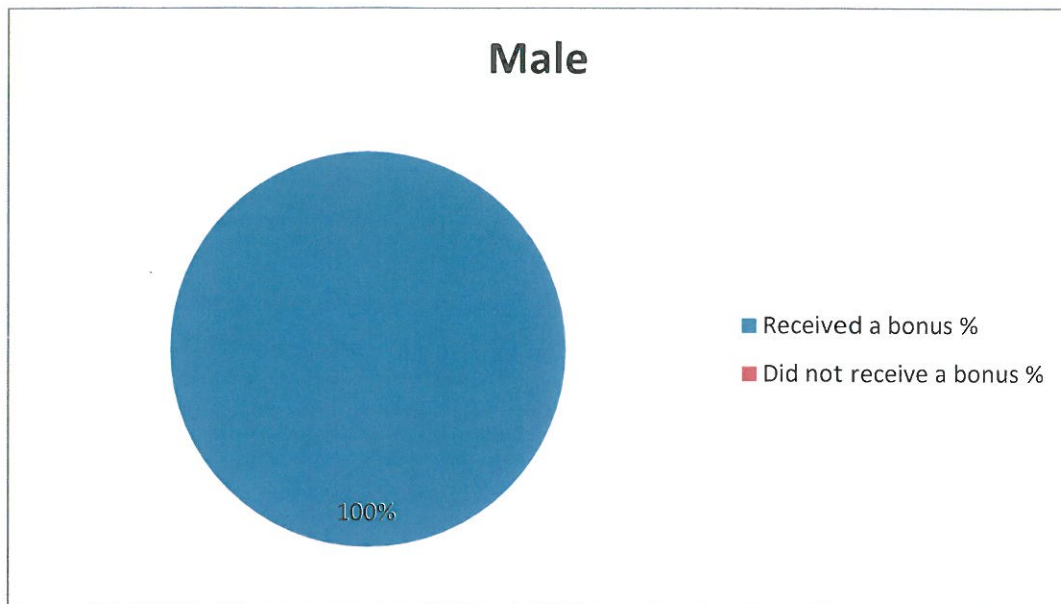
Pay and Bonus Gap 2018

Difference between men and women		
	Mean	Median
Hourly fixed pay	19.61%	19.19%
Bonus paid	61.20%	0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). It also captures the mean and median differences between the bonuses paid to male and female in the year up to 5 April 2018 i.e. for the 2017 performance.

Proportion of colleagues awarded a bonus for 2017

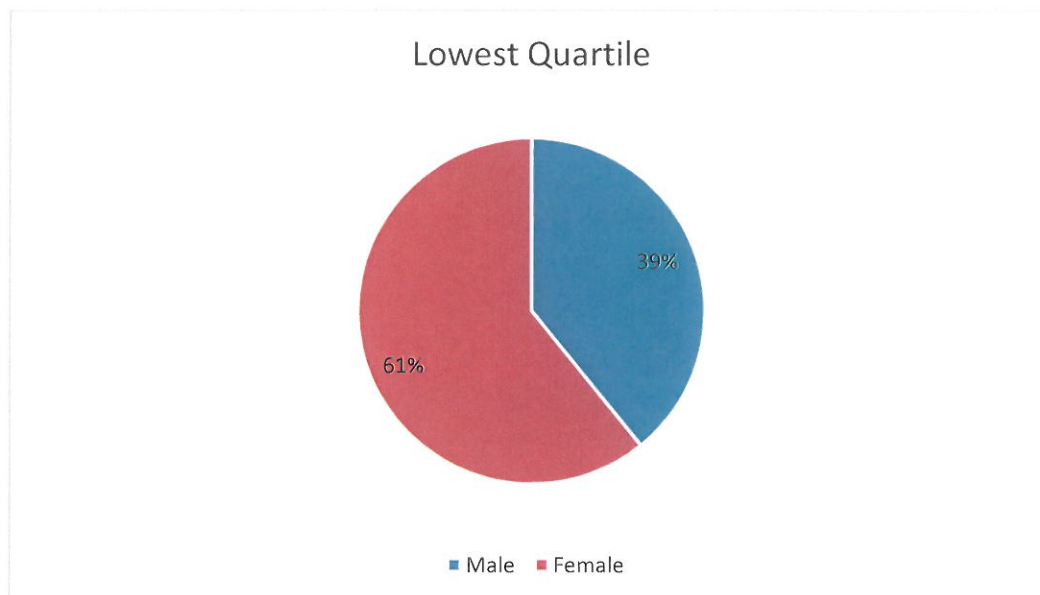




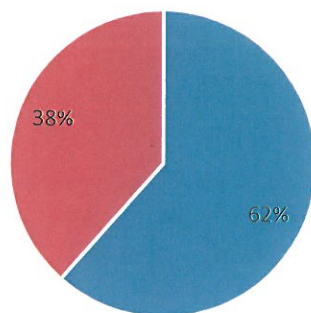
This shows a 0 % difference between the number of men and women being paid a bonus for their performance in 2017.

Pay Quartiles

The information below illustrates the gender pay at PCI Tredegar across four quartiles. The highest and lowest of each containing 92 colleagues, the second and third containing 91 colleagues.

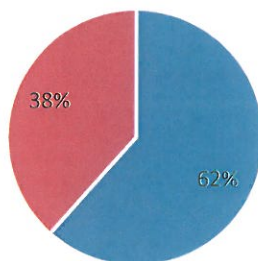


Quartile 2



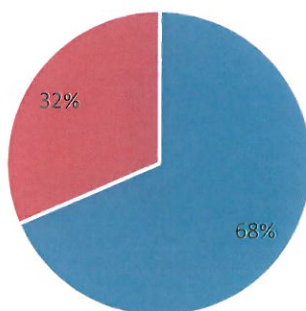
■ Male ■ Female

Quartile 3



■ Male ■ Female

Highest Quartile



■ Male ■ Female

We are confident that men and women are paid equally for doing equivalent jobs across our business.

Our immediate challenge is the uneven distribution of genders at different levels through the organisation. The nature of some of our work; specific products we manufacture and handle, does limit our ability to have high levels of female staff working in these areas. We are looking at how we can better promote other opportunities/areas of the business to our female workforce and attract new female staff into our business.

We have undertaken a full review of all our UK Policies. With particular note to those positively supporting our drive to reduce our Gender Pay Gap; we have updated our Maternity Policy to offer more enhanced terms including the provision of a returners bonus to encourage our female employees to get back into the workplace and continue/further their careers; we have improved our ability to recognise and support flexible working, through improved flexibility in working hours and home working (where roles permit).

Identified as an Anchor Company within Wales by the Welsh Government, we are working closely with specific government departments and Further and Higher Education organisations to support a healthy and talented pipeline into our industry/business. How we attract, train and retain a strong workforce is key to our businesses success.

Our aim is to achieve a 50:50 gender balance by 2020 (within a 10% tolerance) throughout the business. We are confident as we progress towards a 50:50 balance, our gender pay gap will reduce.

I confirm the data reported is accurate.



Jen Doody

Regional HR Director, PCI Pharma Services

29 March 2019