

Our 2021 Gender Pay Gap Report

Anderson Brecon UK Ltd trading as PCI Pharma Services

As Anderson Brecon (UK) Ltd employs more than 250 people it is required by the Government to publish details of its gender pay. Legislation in the UK requires reporting of data points covering mean and median pay and bonus gap, proportion of males and females receiving a bonus payment and proportion of males and females in each quartile band.

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

The Gender Pay Gap involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

We can use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.

On 05 April 2021, we had 288 employees. 35% of employees were female and 65% of employees were male. Men and women are paid equally in the same roles. This pay gap reflects the wide range of jobs available and the number of corporate roles that are not based at our Hay site that are included.

The challenge for our organisation and all UK organisations is to remove the gender pay gap.

Difference between Gender Pay Gap and Equal Pay

It is important to note that the Gender Pay Gap is different to Equal Pay.

Equal Pay is the pay difference between men and women who carry out the same or similar jobs. We are confident that men and women are paid equally for doing equivalent jobs across our business and there are no differences in starting pay.

Gender Pay Gap is a measure of the difference between men and women's average earnings across an organisation. It does not look at the specific roles that each person is carrying out. Gender Pay Gap reporting includes data points covering mean and median pay and bonus gap, proportion of males and females receiving a bonus payment and proportion of males and females in each quartile band.

Gender Pay and Bonus Gap

The table below shows our overall mean and median gender pay gap based on the hourly rate of pay between men and women at the snapshot date of 5 April 2021. It also captures the mean and median differences between the bonus payments to men and women in the year up to 5 April 2021 i.e. for the 2020 performance award.

Difference between men and women, reported as a percentage of men's pay		
2021	Mean	Median
Hourly fixed pay	20.6%	12.5%
Bonus paid	81.09%	0%

The gap in **mean hourly pay** rates and **mean bonus paid** reflects the wide range of jobs available and the number of corporate roles included. The **median bonus paid** shows that all eligible employees received a bonus.

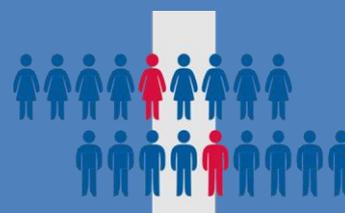
The above figures are based on full-pay 'relevant' employees, therefore any colleagues who were absent on the snapshot date of 5 April 2021 and did not receive full pay due to sickness, maternity leave etc. have been excluded.

Gender Pay across Four Quartiles

The information below illustrates the gender pay gap across four quartiles. We can use these results to assess the levels of gender equality in our workplace and the balance of male and female employees at different levels.

Mean and Median

If all employees were lined up by male and female, in order of pay from the highest to the lowest, the **median gender pay gap** compares the pay of the female in the middle to the pay of the male in the middle.



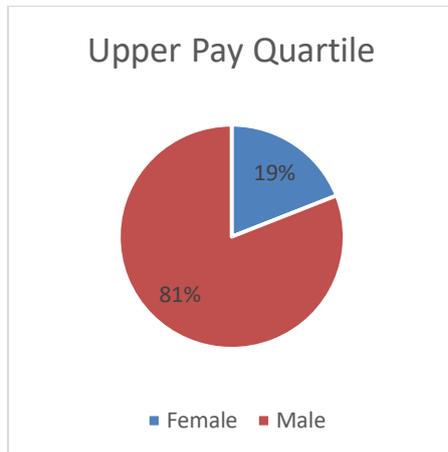
The **mean gender pay gap** shows the difference in the average hourly rate of pay between men and women i.e. the total pay of all men, divided by the number of men, compared to women on the same basis.

How are pay quartiles calculated?

The quartiles analysis ranks men and women from the lowest to highest earners. This is then divided into four even groups to show the proportions of men and women in each of these four earnings groups.

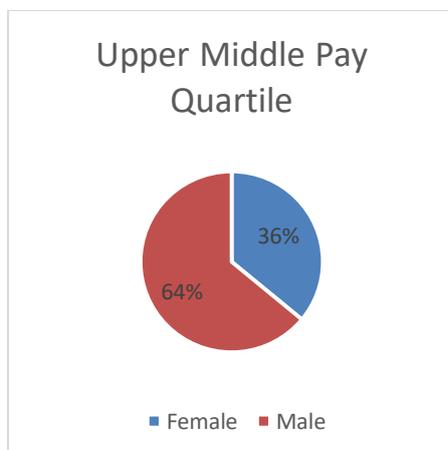
Pay Quartiles

The information below illustrates the gender pay at PCI Hay-on-Wye across four equally sized quartiles, each containing 72 colleagues.



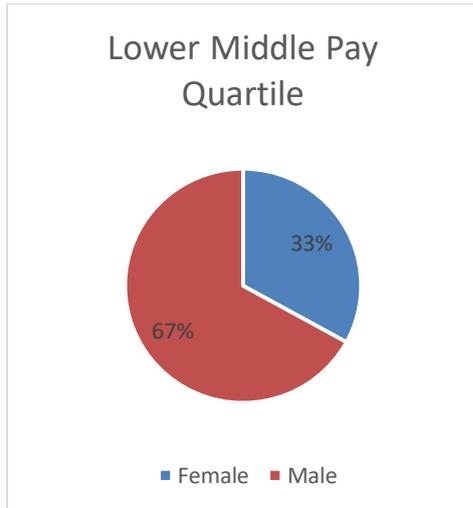
*Upper Quartile, based on
58 Men and 14 Women*

This quartile represents an imbalance between the genders.



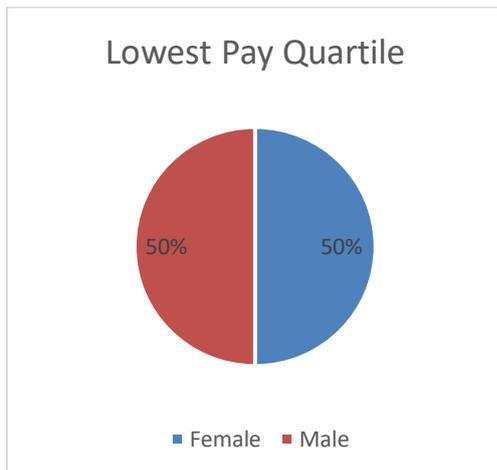
*Upper Middle Quartile, based on
46 Men and 26 Women*

This quartile represents an imbalance between the genders.



Lower Middle Quartile, based on 48 Men and 24 Women

This quartile represents an imbalance between the genders.



Lowest Quartile, based on 36 Men and 36 Women

This represents an equal balance between the genders.

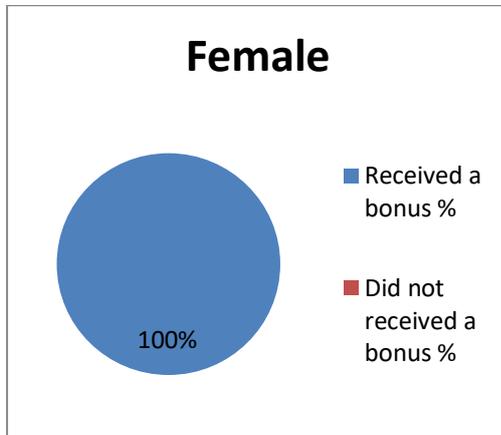
We are confident that men and women are paid equally for doing equivalent jobs across our business.

There is an 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 already have measures in place to support both men and women with caring responsibilities and encourage women to return to work after maternity leave. We offer enhanced paternity pay and maternity pay policies. The maternity pay policy includes a returner bonus. Where roles permit, we support flexible working requests.

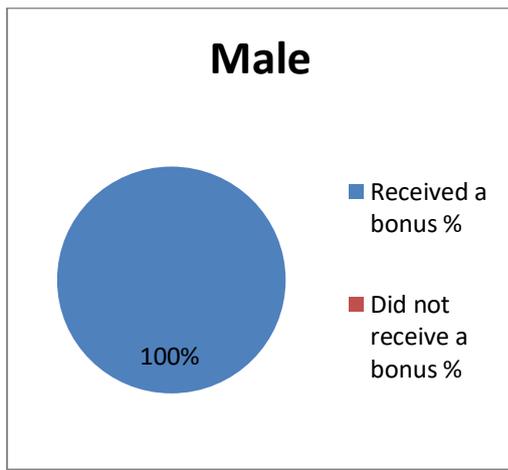
We will continue to encourage and support our workforce to develop in the career path of their choosing.

Bonus Information 2021



The proportion of men and women receiving a bonus in a year

All eligible employees received a bonus in this period



I confirm the data reported is accurate.

Claire Taylor, Senior HR Manager
PCI Pharma Services, Hay Site