

Our 2023 Gender Pay Gap Report

Penn Pharmaceutical Services (UK) Ltd trading as PCI Pharma Services

As Penn Pharmaceutical Services (UK) Ltd employs more than 250 people it is required by the UK 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 5 April 2023, we had 476 employees in our organisation, 41% of employees were female and 59% of employees were male. Men and women are paid equally in the same roles. This pay gap reflects the wide range of job roles available and there are a number of corporate roles that are not based at our Tredegar site that are included.

We are committed to reducing and subsequently closing any identified gender pay disparity. This commitment however is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

Gender Pay Gap and Equal Pay are different

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 organisation 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 jobs that each person is carrying out.

Gender Pay and Bonus Gap

The table below shows our overall mean (average) and median (middle) gender pay gap based on the hourly rate of pay between men and women at the snapshot date of 5 April 2023.

The table also shows the mean and median differences between bonus payments made to men and women in the year up to 5 April 2023.

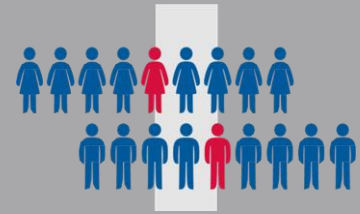
Difference between men and women, reported as a percentage of men's pay		
2023	Mean	Median
Hourly fixed pay	4.1%	6.9%
Bonus paid	-18.8%	0.0%

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 mean female bonus paid** is 18% higher than the **mean males bonus paid**.

The above figures are based on full-pay 'relevant' employees, therefore any colleagues who were absent on the snapshot date of 5 April 2023 and did not receive full pay due to sickness, maternity leave etc. have been excluded.

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.

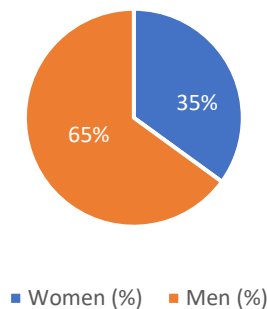


The **mean gender pay gap** shows the difference in the **average** hourly rate of pay between men and women i.e. the total pay of all men, divided by the number of men, compared to women on the same basis.

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.

Upper Pay Quartile



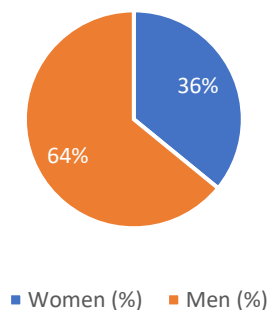
How are pay quartiles calculated?

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.

Upper Pay Quartile, based on 78 Men and 41 Women

This quartile represents an imbalance between genders.

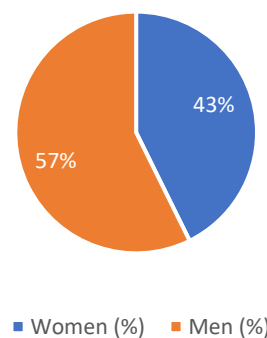
Upper Middle Pay Quartile



Upper Middle Quartile – based on 77 Men and 42 Women

There is a higher percentage of men in this quartile.

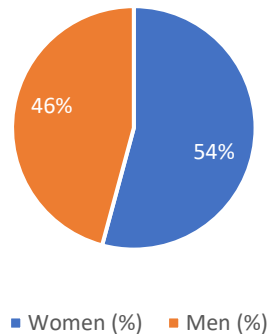
Low Middle Pay Quartile



Lower Middle Quartile - based on 69 Men and 50 Women

There is a balance of men and women in this quartile when compared to the overall population

Lower Pay Quartile



Lower Pay Quartile - based on 55 Men and 64 Women

There is a higher percentage of women in this quartile.

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

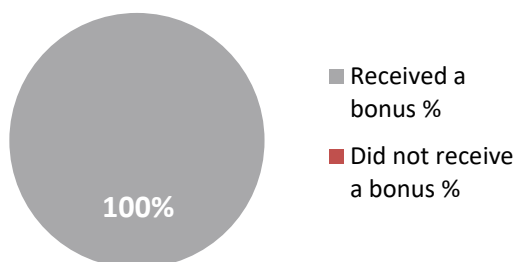
There is an uneven distribution of genders at different levels through the organisation. The nature of some of our work; specific products we manufacture and handle, does limit our ability to have high levels of female staff working in these areas.

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 to enable our workforce to balance work and personal lives as best suits them.

In line with our company values, it is fundamental to us that all colleagues are equally valued, treated fairly and provided with opportunities to develop careers within our organisation.

Bonus Information 2023

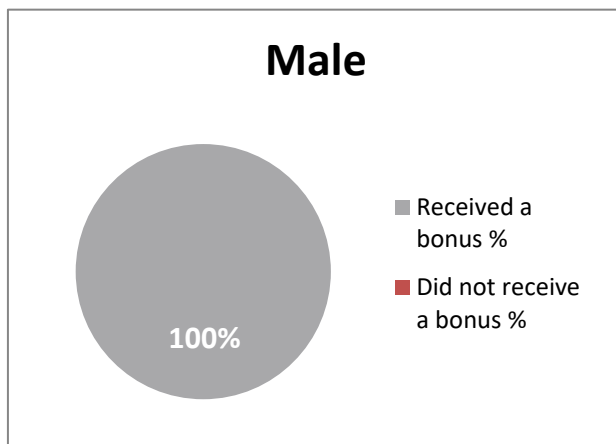
Female



Proportion of men and women receiving a bonus in a year

100% of eligible men and women received a bonus during the period between 5 April 2022 and 5 April 2023.

Those who did not receive a bonus were employed after the bonus payment date for the relevant financial year in which the bonus fell and were therefore not entitled to a bonus at that time.



I confirm the data reported is accurate – **Craig Chapman, Senior HR Manager, Penn Pharmaceutical Services Ltd, trading as PCI Pharma Services.**