

21/12/2022

Gender Pay Gap Report 2022



At Star OUTiCO Limited we are an intelligent, insights-driven sales organisation that helps healthcare companies optimise their brands.

We are proud to be a company that our employees want to work for. From our recognition as one of the UK's best places to work for women, to our Gold Standard Investors In People accreditation, Star OUTiCO is truly a 'people' company – putting our employees, our clients and our candidates at the heart of everything we do.

At Star OUTiCO Limited our people are our most valuable asset. The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well. We embrace and encourage the differences that make our employees unique. Star OUTiCO Limited is committed to gender diversity and equal pay and has strong female leadership across the business.

Star Medical and OUTiCO were acquired by Irish-owned Uniphar Group in 2015 and 2017 respectively. Both companies merged together to form Star OUTiCO Limited in 2017. Since the consolidation of the Star OUTiCO business, Uniphar launched its first ever global Equity, Diversity & Inclusion (ED&I) Policy and Employee Resource Groups including the Women's Alliance and Rainbow Alliance. Following a "Future of Work" employee listening exercise in 2021, and in recognition of the changing world of work brought about by the Covid-19 pandemic, the business launched hybrid working guidelines to assist employees who can avail of hybrid working, while also continuing to work with those in on-site or field-based roles by utilising our flexible working policies where possible. More recently, Uniphar has been named the *Irish Times Company of The Year* for 2021.

GENDER PAY GAP REPORTING REGULATION

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 requires organisations to report on their hourly gender pay gap across a range of metrics.

The legislation applies to entities employing more than 250 employees on a selected 'snapshot date' of 5th April annually.

The regulation requires the annual reporting by the following 4th April of data on the remuneration and bonus paid to males and females, and the differences in their hourly remuneration.

The full detail on gender pay gap reporting in the United Kingdom can be found at the below link:

[The Equality Act 2010 \(Gender Pay Gap Information\) Regulations 2017 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2010/154/section-86)

Metrics To Be Reported

Total Hourly remuneration of females vs males

- Mean Pay Gap
- Median Pay Gap

Bonus Pay of females vs males

- Mean Bonus Pay Gap
- Median Bonus Pay Gap

Remuneration Quartiles

Organise total remuneration from highest to lowest earner, allocate to quartiles and report proportion of women and men in each quartile of earnings

Bonus Participation

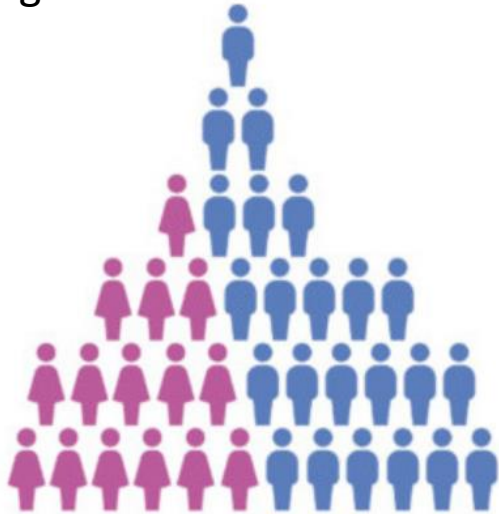
Proportion of women and men in receipt of a bonus payment

UNDERSTANDING PAY GAP REPORTING

What is the difference between equal pay and a gender pay gap?

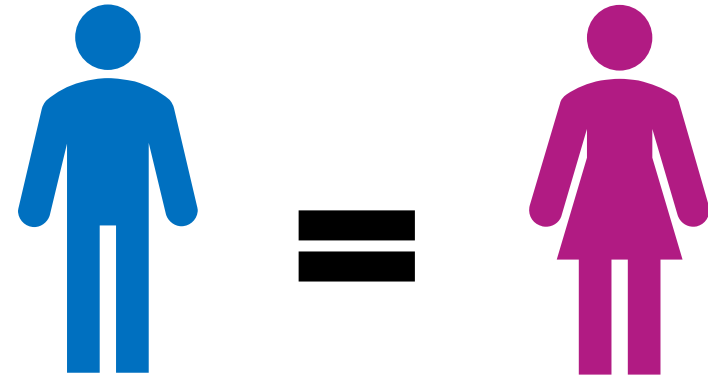
What is a gender pay gap?

A gender pay gap measures the difference between the mean earnings of all women and men across the business, irrespective of the work they do, expressed as a percentage of men's earnings.



Equal Pay

Equal pay for equal work relates to paying males and females equally for like work, work of equal value and work rated as equivalent.



A gender pay gap is different from equal pay.

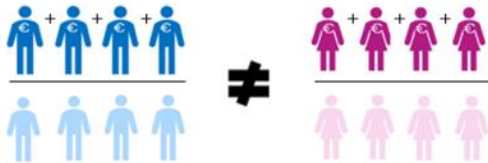
UNDERSTANDING PAY GAP REPORTING

How are the median and mean pay gaps calculated?

What is the mean?

The mean is the average of a range of numbers.

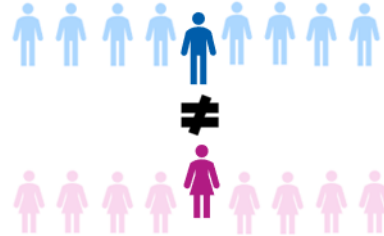
Mean pay gap – If we add together all the hourly remuneration of male colleagues and calculate the average and do the same for female colleagues, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly remuneration.



What is the median?

The median is the middle point of a range of numbers when ranked from highest to lowest.

Median pay gap – If all our male colleagues stood in a line in order of lowest to highest hourly remuneration and all females did the same, the median pay gap (as a percentage) is the difference in pay between the middle colleague on the male line and the middle colleague on the female line.



Gender Pay Gap Definitions

Hourly pay - Hourly pay is calculated by adding together all elements of ordinary pay and bonus payments in a reference period and dividing total remuneration by the number of hours worked in the reference period.

Ordinary pay - Ordinary pay includes base pay, overtime, allowances and paid leaves.

Bonus pay - The cash value and equivalent cash value of any bonus payments made in the reference period.

Reference period - The reference period for 2022 Gender Pay Gap reporting is 5th April 2021 to 4th April 2022.

How is the bonus gap calculated?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, this time we use the actual bonus paid to colleagues. We also report the number of male and female colleagues receiving a bonus (as a percentage of the total male and female population).

How are the pay quartiles calculated?

Pay quartiles are calculated by dividing all hourly remuneration paid across the business, from lowest to highest, into four equal sized groups of colleagues and calculating the percentage of males and females in each.

OUR 2022 RESULTS

Data Gathered

The data gathered was obtained from our payroll system, SAP, and cross checked with BambooHR and the employees personnel file as part of the data validation process.

The relevant date for the general hourly pay analysis was the 4th April 2022, meaning that this was an average hourly pay for employees on our Payroll during April 2022. If there were any changes to the employees pay/contract that were effective after the 4th April 2022, this new data would not be included.




Hourly pay was calculated using the employee’s salary/hourly pay where relevant and then pro-rating this to the hourly rate where appropriate. For salaried employees this was by dividing the salary by 12 and then by the hours worked during the month of April 2022 according to SAP. This was then added to the hourly equivalent of any other payments such as car allowances to create the hourly pay.

The bonus amounts was based on the 12 months prior to the 4th April 2022.



Data Analysis

All data and information was analysed according to the government guidelines. The Gender Pay Gap calculation is = (Male-Female)/Male which gives you the final numbers you see below.

Demographics


Headcount			
Headcount	684	750	1,434
Total Headcount %	48%	52%	100%

Remuneration Quartiles


Remuneration Quartile Pay Band		
Lower Pay Quarter	38.3%	54.03%
Lower Middle Pay Quarter	63.51%	36.49%
Upper Middle Pay Quarter	42.25%	57.75%
Upper Pay Quarter	38.83%	61.17%


Pay Gap Results

Gender Pay Gap




Mean
-3.2%






Median
-23.9%





On average, female remuneration is 3.2% higher than males. The median pay gap is also favourable to females by 23.9%.

Bonus Gap




Mean
10.89%






Median
38.69%




There is a mean bonus gap of 10.89%. The median bonus gap is 38.69%.

% Employees in Receipt of Bonus



45%



52%

52% of Females were in receipt of a bonus payments compared to 45% of males in receipt of bonus payments.

ADDRESSING OUR GENDER PAY GAP

We are committed to supporting and inspiring all team members across the business to reach their full potential. While we recognize that our gender pay gap is largely positive, there are further actions that the business is taking to enhance ED&I awareness and gender representation at all levels of the organisation.

What we have done so far	What we will be doing
<ul style="list-style-type: none">➤ Launched Uniphar ED&I Policy.➤ Launched Women’s Alliance and Rainbow Alliance Employee Resource Groups.➤ Rolled out hybrid working guidelines to our employee population where possible.➤ Applied flexible working practices to our employee population where possible.	<ul style="list-style-type: none">➤ Promote company ED&I Policy and Employee Resource Groups to enhance employee awareness and allyship.➤ Roll out of ED&I awareness training to our employees.➤ Develop a recruitment policy and consistent recruitment practices which incorporate our ED&I principles.➤ Build a talent development framework to develop a diverse pipeline for key roles.➤ Utilise newly launched HRIS system to evaluate business analytics and management information through a diversity lens.