

21/12/2022

# Gender Pay Gap Report 2022



# UNIPHAR WHOLESAL LIMITED

Uniphar is a trusted industry partner providing wholesale distribution services.  
We are a key element of the national health infrastructure in Ireland.

**Uniphar is one of two full line wholesalers in the Irish Market. It operates 6 distribution centres across the country.**

**As a key part of the National Healthcare Infrastructure Uniphar Wholesale Limited delivers to every Pharmacy and Hospital up to 11 times per week.**

At Uniphar Wholesale 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. Uniphar Wholesale Limited is committed to gender diversity and equal pay and has strong female leadership across the business.

Uniphar launched its first ever global Equity, Diversity & Inclusion (ED&I) Policy in 2021 and in 2022, we have taken the first steps in our ED&I journey with the launch of Employee Resource Groups including the Women's Alliance and Rainbow Alliance. Following a "Future of Work" employee listening exercise in 2021, 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 to find a work-life balance, while continuing to work with those in on-site or field-based roles to support work-life balance 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 Gender Pay Gap Information Act 2021 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' in 2022. This will apply to entities employing more than 150 employees by end 2024 and more than 50 employees by end 2025

The new regulation, effective 2022, requires the annual reporting by 31<sup>st</sup> December 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 Republic of Ireland can be found at the below link:

[The Employment Equality Act 1998 \(section 20A\)\(Gender Pay Gap Information\) Regulations 2022](#)

## Metrics To Be Reported

### Total Hourly remuneration of females vs males

- Mean Pay Gap
- Median Pay Gap

(The mean and median pay gap of temporary and part-time employees is also required to be reported)

### 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/BIK Participation

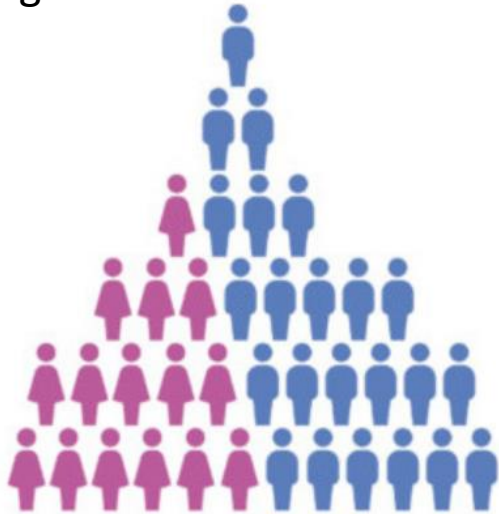
Proportion of women and men in receipt of a bonus payment  
Proportion of women and men in receipt of BIK

# UNDERSTANDING PAY GAP REPORTING

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

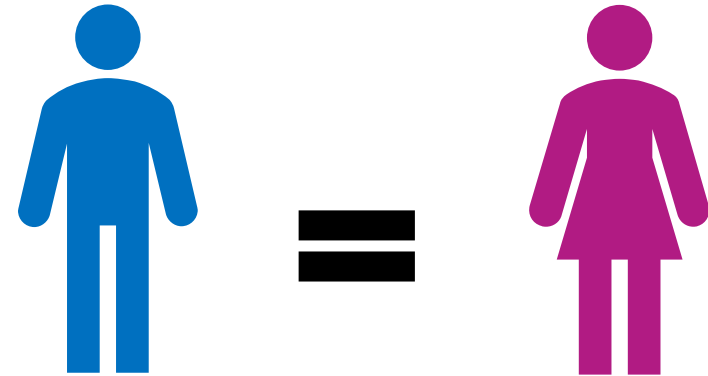
## What is a gender pay gap?

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.

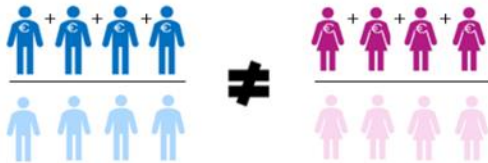
# UNDERSTANDING PAY GAP REPORTING

## How are the median and mean pay gaps calculated?

### What is the mean?

The mean is the average of a range of numbers.

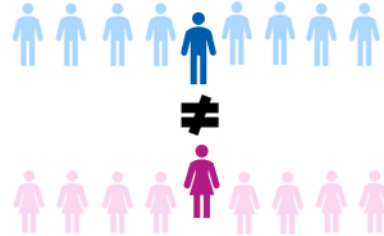
**Mean pay gap** – If we add together all the hourly remuneration of male colleagues and calculate the average and do the same for female colleagues, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly remuneration.



### 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 1<sup>st</sup> July 2021 to 30<sup>th</sup> June 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

We strive to ensure that our policies, structures and working practices uphold our values at Uniphar Wholesale Limited. We pay equal pay for equal work, and our analysis shows that men and women are paid broadly comparable salaries.

Headcount			
Headcount	243	319	562
Total Headcount %	43%	57%	100%
Frontline Employees %	40%	60%	100%
Sr Leadership & Management %	72%	28%	100%

A large proportion of our workforce in Uniphar Wholesale Ltd. is made up of Warehousing, Distribution and Support roles. We have significant female representation of 60% at the frontline of the organisation which are primarily roles in the areas of Administration, Customer Service and Warehousing. Within our warehouse operation, General Operative roles, which would typically be filled by males in industry, shows strong female representation at 57.5%. Within this population there is no difference in the mean hourly rate between females and males.

While females make up 57% of the total population, at senior leadership and management levels this figure stands at 28%.



**“General Operative roles, which would typically be filled by males in industry, shows strong female representation at 57.5%. Within this population there is no difference in the mean hourly rate between females and males.”**

The overall mean Gender Pay Gap is 14.3%, with a median Gender Pay Gap of -1.1%. Our analysis shows that our demographic split at the Senior Leadership and Management level of the organisation significantly influences the overall gender pay gap. For those in temporary roles we see the mean gap reduce to 9.1% and the median increase to 1.5%, while the gap is almost nil amongst part-time employees.

The overall mean Bonus Gap is 42.7% with a median Bonus Gap of 7.1%. 82% of Females were in receipt of a bonus payment compared to 80% of males in receipt of bonus payments. The mean bonus gap reflects a combination of a lower proportion of female representation at the senior level of the business and a higher proportion of female representation in frontline roles where a high volume of employees were rewarded through fixed recognition payments under the small benefits exemption within the relevant reference period.

It should be noted that while Uniphar Wholesale Limited acknowledges the bonus gap, our analysis reveals that this is not a significant contributing factor to the overall gender pay gap.

**There is a greater proportion of females in receipt of Bonus and BIK than males.**


Remuneration Quartile Pay Band		
Lower Quartile	38.3%	61.7%
Lower Middle Quartile	49.3%	50.7%
Upper Middle Quartile	34.3%	65.7%
Upper Quartile	51.1%	48.9%

The analysis on pay quartiles is in line with expectations given the demographic spread across job roles within the organisation.


## Pay Gap Results

### Gender Pay Gap


Mean




**14.3%**



Median




**-1.1%**




For Temporary Employees the overall mean and median gender pay gap is 9.1% and 1.5% respectively. For Part-Time Employees we see no mean or median pay gap.

### Bonus Gap


Mean




**42.7%**




Median




**7.1%**



### % Employees in Receipt of Bonus




**80%**




**82%**

82% of Females were in receipt of a bonus payment compared to 80% of males in receipt of bonus payments.

### % Employees in Receipt of BIK



**21.4%**



**24.1%**

There is a greater proportion of females in receipt of BIK than males.

# ADDRESSING OUR GENDER PAY GAP

We are committed to supporting and inspiring all team members across the business to reach their full potential. We recognize that it may take some time to see a reduction in the gender pay gap, however there are actions that the business is taking which can have a positive impact on the gap.

As we believe the gender pay gap is driven largely by our demographics in certain job roles, we will continue to monitor developments in relation to gender balance across job roles and as we do so, the following actions have been taken, or are being taken to enhance our opportunity to address the gap:

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