

MWI Animal Health Ltd (Centaur Services)

2019 Gender Pay Report

MWI Animal Health Ltd (Centaur Services) takes seriously its responsibility for creating an inclusive and diverse working environment and we believe in the principle of equal opportunities for all employees.

We have seen an increase in headcount by 14.21% since the Gender Pay Report 2018. This is due to the opening of a second warehouse facility in Stoke-on-Trent, where predominantly we have attracted more applications from men, however the ratio of men to women in the business remains static.

Our Gender Pay Report is based on information as of the snapshot date of 5th April 2019 and the mean and median gender pay gap is calculated based on the hourly rate of the payments received in the month of April. The bonus gap considers pay received during the 12 months leading up to the snapshot date. The mean result is the average hourly rate of all male employees versus the average hourly rate of all female employees. The median result is the middle value of pay for men versus the middle value of pay for women. A positive figure would show where women received lower rates than men and a negative figure would show where women received higher rates than men. The gender pay gap is the percentage difference between men's and women's hourly earnings, across all jobs in the UK; it is not a measure of the difference in pay between men and women for doing the same job.

The figures below show our overall mean and median gender pay gap, bonus gap and pay quartile data calculated in line with the requirements of the regulations¹.

At a glanceⁱⁱ

	Mean	Median
Gender pay gap	3.80%	-6.29%
Gender bonus gap	28.21%	6.06%

Proportion of female and male employees receiving a bonus payment



91.46%



79.6%

Proportion of female and male employees in each salary quartile band		
Quartile	Female	Male
Upper (high earners)	25.84%	74.16%
Upper middle	20.00%	80.00%
Lower middle	23.53%	76.47%
Lower (low earners)	30.38%	69.62%

Commentary

Gender Pay Gap

The UK median gender pay gap 2018 is 8.6% for full-time employees and 17.9% for all employeesⁱⁱⁱ. The median is the point at which half of employees earn more and half earn less. It is preferred to the mean (simple average) as a better measure of pay of the 'typical' employee; otherwise results may be affected by the presence of a small number of people on very high levels of pay. CSL's median pay gap continues to be significantly below the national average.

Gender Bonus Pay Gap

All associates were eligible for a bonus based on the performance of the individual and the business. A significantly higher proportion of females received a bonus.

Gender Pay Distribution

We aim to pay our employees, regardless of gender, equally for doing equivalent jobs and we will continue to monitor the number of female employees in management positions to ensure they are given opportunities for the upper level roles. The distribution is typical for a 1:3 female to male ratio which reflects a historical male dominated pool. As a business we recognise our responsibility to seek out the best people regardless of gender and we will proactively find effective ways of rebalancing the equation, to create diversity at all levels in the business.

In Conclusion

We commit to the application of our guiding principles across all areas of the business to provide an environment of equality, equity and inclusion.

Declaration

I confirm that the data reported is accurate and meets the requirements under the Regulations.



David Tinsley

VP MWI & Managing Director, AmerisourceBergen Animal Health UK

ⁱ The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the 'Regulations')

ⁱⁱ Hourly pay is based on data as at 5 April 2019. Bonus pay is based on bonuses paid in the 12 months prior to 5 April 2019.

ⁱⁱⁱ www.ons.gov.uk