

MWI Animal Health Ltd (Centaur Services)

2020 Gender Pay Report

At AmerisourceBergen, we are committed to diversity and inclusion and being transparent in sharing our practices that uphold our commitment. Cultivating a diverse culture and ensuring a supportive work environment where everyone can be their authentic selves and have the resources they need to grow and perform at their full potential is integral to our D&I strategy.

One area of focus is gender pay equality and conducting pay equity assessments across our global population to ensure we are compensating our workforce equally for the same roles regardless of gender. We continue to take steps to improve representation at all levels of our global organization and champion the women who make up 56% of our overall workforce, 37% of leadership positions, 30% of our Board of Directors, and 43% of our Executive Management Committee.

For our MWI Animal Health Ltd (Centaur Services) operations, we recently completed our gender pay gap analysis for 2020 together with our partners at Mercer UK and are pleased to report the results.

The report is based on information as of April 5th, 2020 and calculates the mean and median gender pay based on the hourly rate of payments received in that month. Any bonus payments received during the 12 months leading up to that date are also reviewed and compared by gender. The gender pay gap is the percentage between the hourly earnings between genders (across all jobs). The below chart indicates the results from this year's analysis. (The mean result is average payments of all male employees versus the average payments for all female payments. The median result is the middle value of pay for men versus the middle value of pay for women.)

	Mean	Median
Gender Pay Gap	1.00%	0.03%
Gender Bonus Gap	56.6%	1.60%

We are pleased to report that both the mean and median gender pay gaps have decreased since last year. Although the median gender bonus gap has also reduced, the mean gender bonus gap has increased this year and we believe this is likely to be the result of higher performance bonus payments overall in the last year (combined with employee movement i.e. new hires not eligible for bonus payouts).

The median gender pay gap is almost 0% which would indicate no significant pay difference between the genders. This result is also well below the average UK figure for pay gap as well as within the Healthcare sector*. As of 2020, there is a higher proportion of males employed at MWI Centaur however the percentage of females increased in the upper salary bands and decreased in the lowest salary band.*

	Female	Male
Proportion of Employees Receiving a Bonus Payment	79.6%	82.4%
Proportion of Employees in Higher Salary Band	34.1%	65.9%
Proportion of Employees in Upper Middle Salary Band	22.7%	77.3%
Proportion of Employees in Lower Middle Salary Band	31.5%	68.5%
Proportion of Employees in Lower Salary Band	25.0%	75.0%

*Results and comparisons to other industries provided by Mercer UK.

We are engaging third parties so that we can continue to measure our progress and to identify any opportunities around gender pay equality.

For questions, please contact corporateresponsibility@amerisourcebergen.com

I confirm that the data reported is accurate and meets the requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Tinsley

VP MWI & Managing Director, AmerisourceBergen Animal Health UK