



When looking at overall figures for AAH Pharmaceuticals, which includes colleagues in a range of different roles, we found that there is a variance between pay of male and female employees. There is an average pay gap of 15.95% and an average bonus payment gap of 105.36% both in favour of males, although female employees were 1.02% more likely to receive a bonus. We identified that the variance within these figures is due to the inclusion of higher paid management roles.

It was important for us to take a more in-depth look at what could be causing these pay gaps.

- At AAH we employ 3,104 people
- Of these employees, 1,450 are female and 1,654 are male
- 1,564 are part-time employees
- The majority of employees work within warehouses or as delivery drivers
- We also have employees in a range of administrative, professional and management roles which are generally higher paid

The AAH colleague population can be broken down further into *warehouse based* roles, *driver* roles, and *administrative, professional and management* roles.

Warehouse

- We have a total of 1,470 warehouse based colleagues at AAH
- Of these colleagues 897 are female and 573 are male

There is no significant difference between hourly rate of pay of male and female employees in warehouse roles. Out of our female employees, 6.13% were eligible for a bonus, compared with 10.47% of males. On average, bonus payments for male employees were 94.69% higher than for females.

Bonus payment for warehouse colleagues is based on performance factors which relate to productivity and meeting targets. This means that all employees have the same opportunity to earn bonus payments.

Drivers

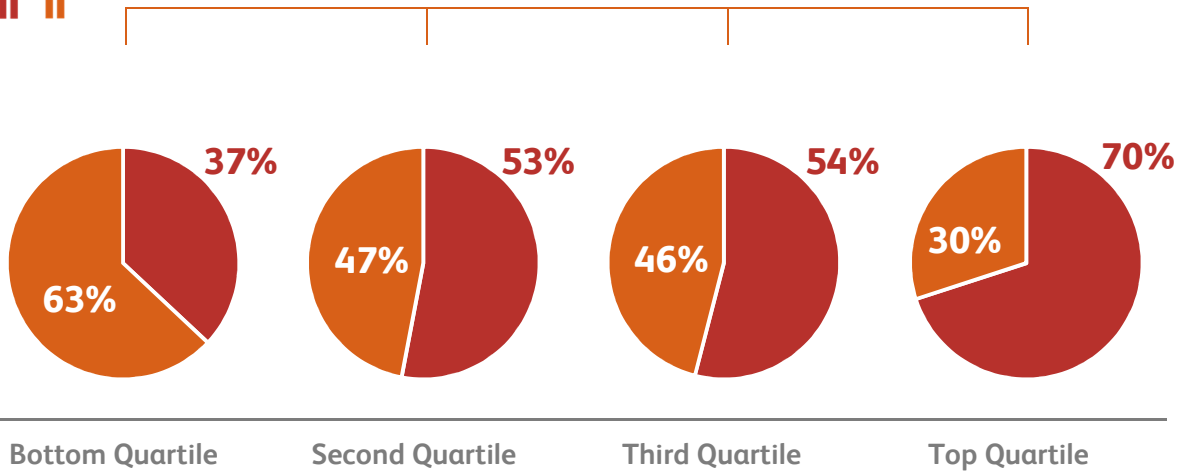
- At AAH we have 724 drivers
- The majority of our drivers are male (97%)

Gender Pay Gap AAH Pharmaceuticals Limited

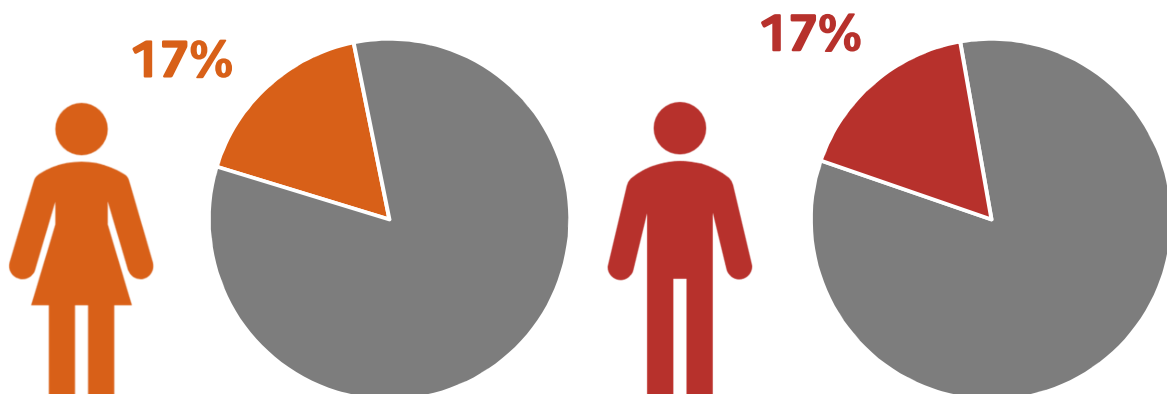
Difference between men and women		
	Mean	Median
Pay Gap	16%	17%
Bonus Gap	105%	181%



Proportion of males and females in each pay quartile

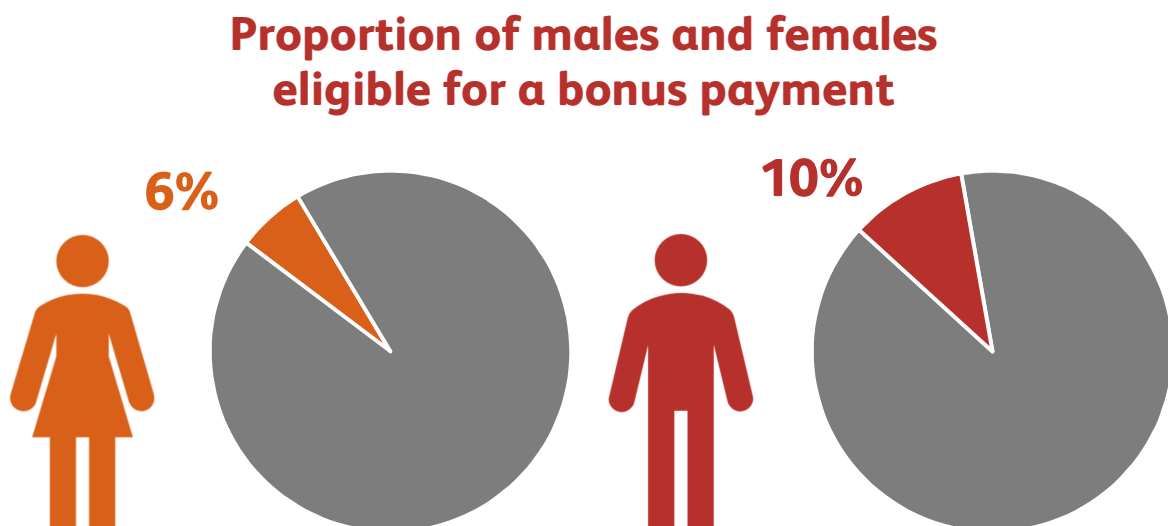
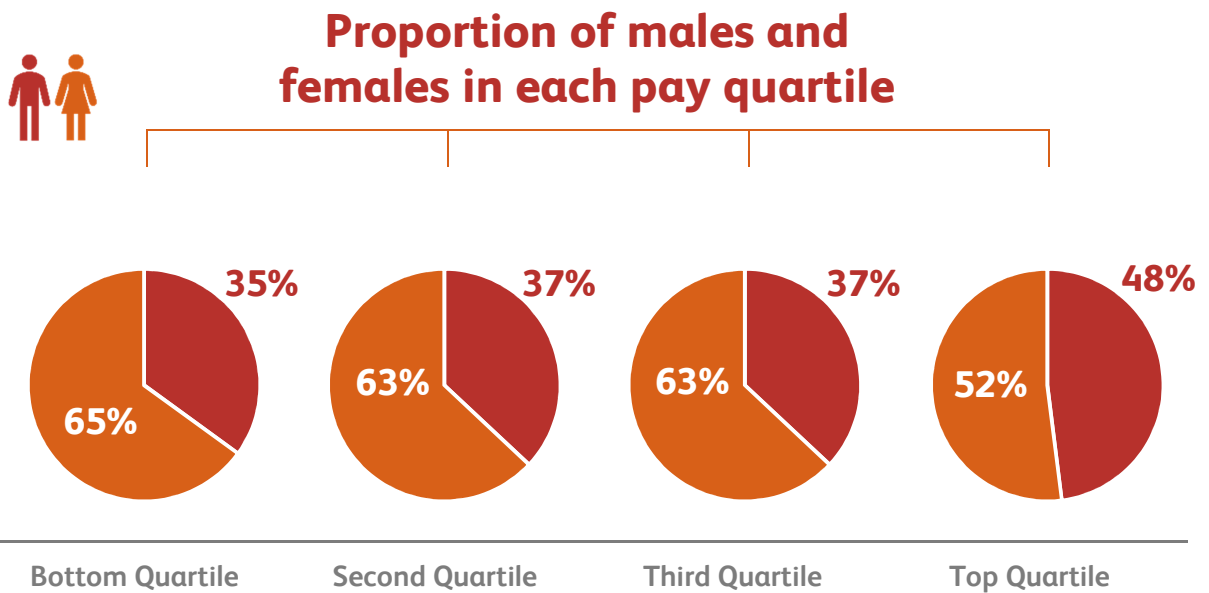


Proportion of males and females eligible for a bonus payment



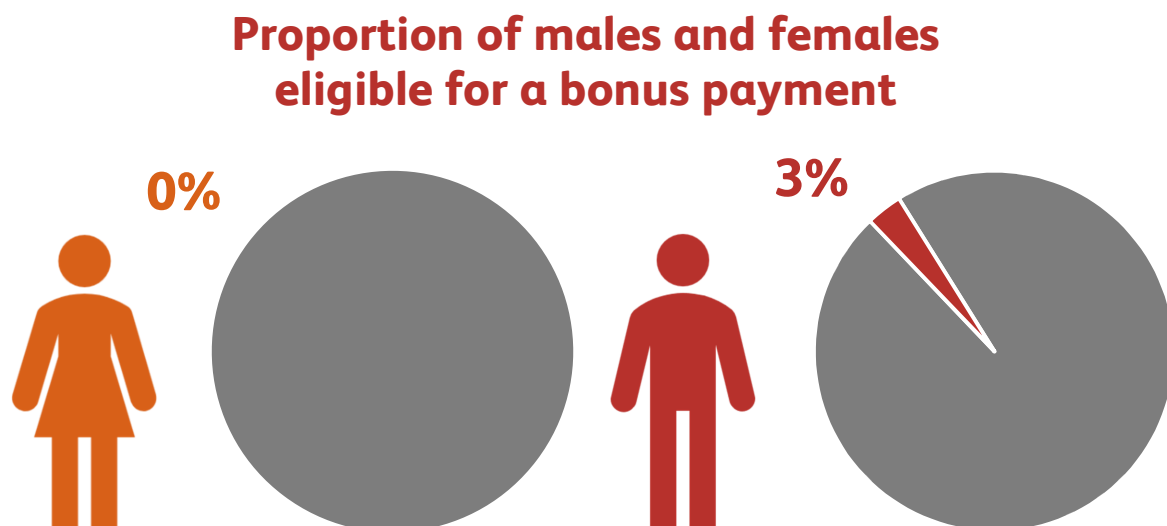
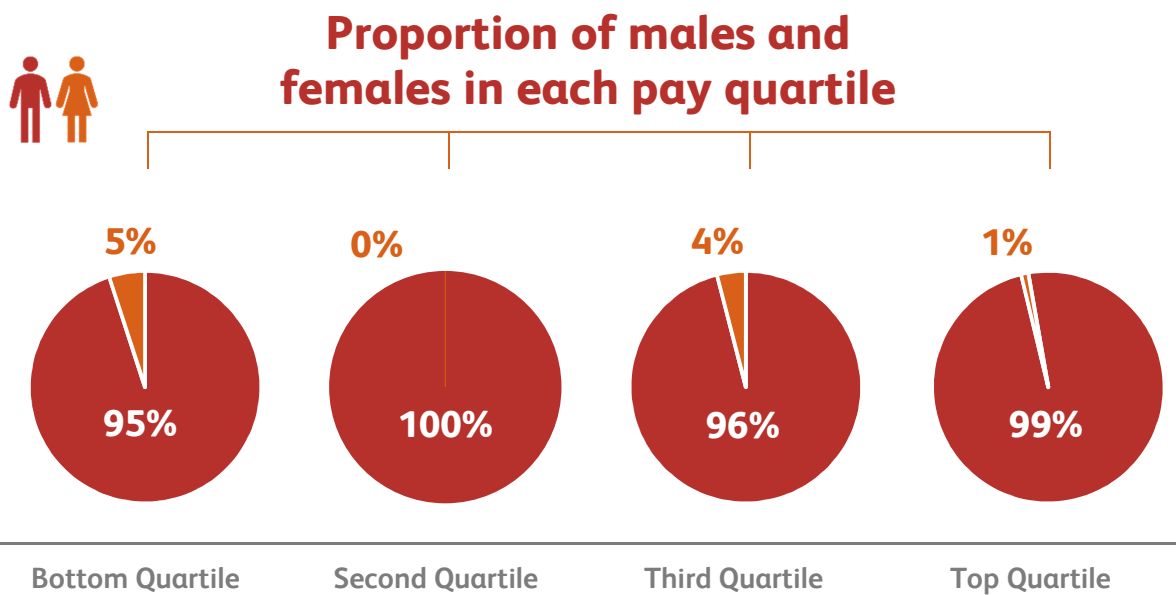
Gender Pay Gap AAH Pharmaceuticals Limited – Warehouse Colleagues

Difference between men and women		
	Mean	Median
Pay Gap	0.52%	0%
Bonus Gap	95%	66%



Gender Pay Gap AAH Pharmaceuticals Limited – Drivers

Difference between men and women		
	Mean	Median
Pay Gap	5%	13%
Bonus Gap	0%	0%



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There is no significant difference between the hourly pay of male and female driver colleagues. There is minimal bonus eligibility for these roles and therefore there is no variance between males and females.

Administrative, Professional and Management

- At AAH we have 910 employees in administrative, professional and management roles
- Of these 910, 374 are male and 536 are female

We have a diverse professional and management workforce with a range of expertise in specialised areas that attracts varying levels of pay. When looking at comparable roles we found there to be minimal gender pay gap.

How we are tackling the gender pay gap at AAH

We regularly review our pay and reward strategy to ensure that we remain competitive in the market. Although we recognise that there is a difference between male and female pay, we do not believe there is a significant gender pay gap issue at AAH.

We are introducing a performance related pay structure which we believe will be a more fair distribution model and should further narrow the gaps between gender pay.