

Gender Pay Gap Report 2023

Organisations in the UK with 250 or more employees are required to report their gender pay gap data.

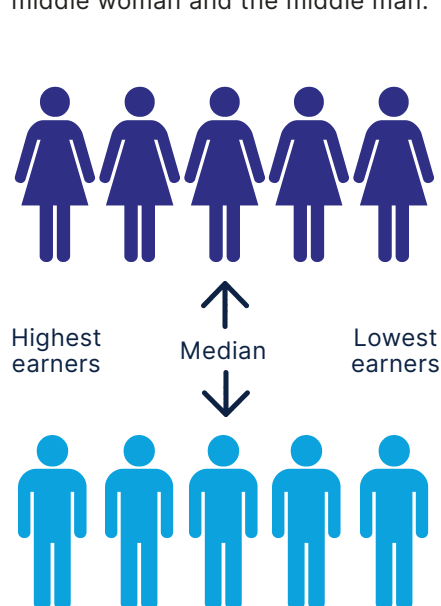
As a business we are committed to ensuring we offer a diverse and inclusive place to work. Part of this is maintaining our gender pay gap. This report has been formulated in accordance with the UK Government gender pay gap guidelines.

The **gender pay gap** is a measure of the percentage difference in the average hourly pay of men and women working for Qualasept Pharmaxo Holdings Ltd o/a Pharmaxo, regardless of role, length of service and any other definition factors.

This is separate to equal pay, which is about ensuring men and women doing the same job (or similar work of equal value) are paid the same, regardless of gender.

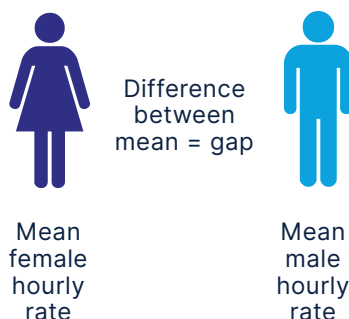
Median Gap

The 'middle value' of a population. If you line up all the women in order of hourly rate and then all the men, the median gap will be the percentage difference between the middle woman and the middle man.



Mean Gap

The percentage difference in the mean hourly pay and bonus for women within the business compared to men.



Quartiles

Calculated by ranking the pay for all employees, from highest to lowest. This is then divided into four equal sized groups, called quartiles. In this report, we will look at the percentage each gender makes up within these quartiles.

Our results

The following data is from the snapshot date of 5th April 2023.

Median Gender Pay Gap

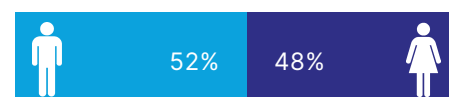


Mean Gender Pay Gap

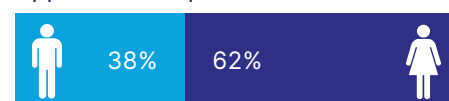


Gender Split in each quartile pay band

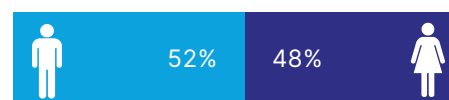
Upper quartile



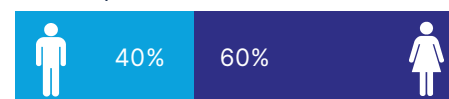
Upper middle quartile



Lower middle quartile



Lower quartile



Median Gender Bonus Pay Gap



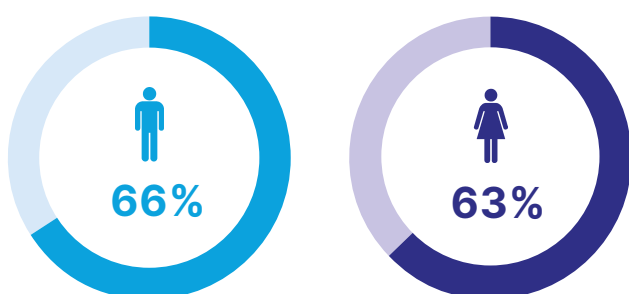
Mean Gender Bonus Pay Gap



Employee Numbers



Proportion receiving a bonus payment



I can confirm the data contained within this report is accurate.

Ian Muir, CEO Pharmaxo