

Wrafton Laboratories Ltd Gender Pay Gap Report

Wrafton Laboratories Ltd |
Published March 2024

Based on data as of
05 April 2023

Executive Summary

Wrafton Laboratories Limited is part of Perrigo, a global supplier of Quality Affordable Self-Care Products™ to consumers and patients around the world. At our Wrafton site, employing just over 600 people, we manufacture a range of over-the-counter medicines such as cough and cold, analgesics and allergy relief products, making about a billion tablets a year and another billion capsules and sachets. Wrafton Laboratories is pleased to report our Gender Pay Gap Information, as of 5th April 2023, in line with our legal duty under the Equalities Act (2010).

The Office of National Statistics tells us that across the U.K, the median hourly earnings for women are on average 14.3% lower than that of men*. Wrafton Laboratories has a median pay gap of 8.4% excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities. In order to understand why the gap exists, we conducted a thorough analysis.

Progress since the last Report:

We continue to use gender balanced imagery in adverts.

We increased salaries for our lowest paid team members at a higher rate than the rest of the workforce.

*Office of National Statistics Nov 2023

Perrigo

Together we make lives better

Why does the gap exist?

Perrigo has three legal entities in the UK and some senior managers do not solely operate in Wrafton Laboratories Ltd, as they have broader responsibilities across the other entities. If we exclude these individuals the median pay gap is **8.4%**, which is well below the national average.

Aside from this first point, our Gender Pay Gap analysis and challenges are broadly consistent within the UK. The remainder of the gap can be attributed to more men than women serving in senior leadership roles and more women than men serving in our non-management roles. Our average length of service is around 9 years so it will take time for changes to come through.

MEAN PAY GAP

On average, men earn **12.6%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **7.5%** more than women.

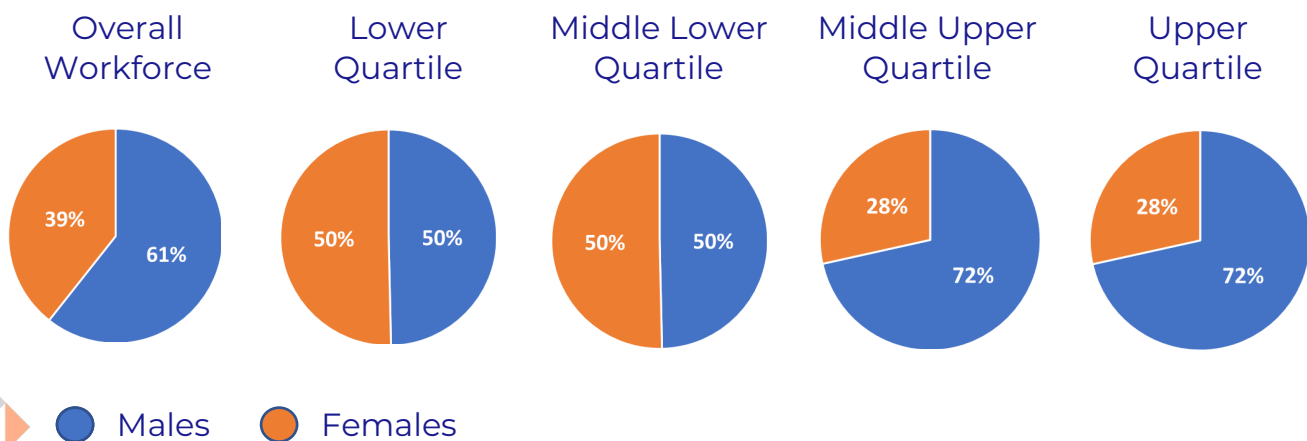
MEDIAN PAY GAP

On average, men earn **8.6%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **8.4%** more than women.

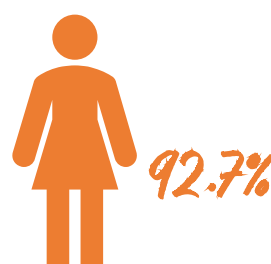
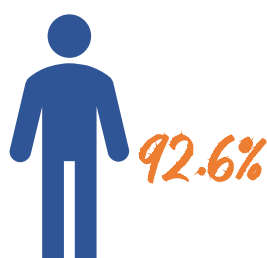
Proportions of males & females in each pay quartile

When we compare women as a proportion of the overall workforce, we can see that women are overrepresented in the lower pay quartile and under-represented in the upper middle and upper quartile.



The Bonus Gap

All our male and female employees are eligible for bonus payments on an annual basis, subject to scheme rules. Our proportions of males and females receiving bonus payments can be attributed to the number of male and female new hires and leavers at the time the bonus is payable. In April 2023, 92.6% of males and 92.7% of females had received a bonus.



Our median bonus gap shows that on average men earn 5% more bonus than females. Perrigo has three legal entities in the UK and some senior managers do not solely operate in Wrafton Laboratories Ltd, as they have broader responsibilities across the other entities. If we exclude those senior managers who have broader responsibilities across other Perrigo businesses, the median bonus gap is **4.6%**.

MEAN BONUS GAP

On average, men earn **34.3%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **7.4%** more than women.

MEDIAN BONUS GAP

On average, men earn **5.0%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **4.6%** more than women.

What are our plans?

We are committed to continuing our focus on ethical business practices and maintaining a positive working environment.

The three main areas for focus are as follows.

1. **Diversity & Inclusion** - we will continue to make Diversity, Equity & Inclusion a key strategic driver. This will include regularly educating our teams on diversity and inclusion matters through the year.
2. **Total Rewards** – we will enhance our employee benefits and family friendly policies to help attract female applicants and retain them in the business.
3. **Pay review** - we will continue to review salaries in line with National Minimum Wage (NMW) rates and to remain competitive in the market. This will disproportionately impact those lower paid roles in the business.

We can confirm the Gender Pay Gap figures provided in this report are in accordance with the regulations and are accurate.

 <i>Jason Ridge</i>	 <i>Caroline Norfolk Shaw</i>
Jason Ridge Senior Director Operations	Caroline Norfolk Shaw Head of Site Quality