

Wrafton Laboratories Ltd

Gender Pay Gap Report

Wrafton Laboratories Ltd

Published March 2025

Based on data as
of 05 April 2024

Perrigo®

Executive Summary

Wrafton Laboratories Limited (Wrafton) is part of Perrigo, a global supplier of trusted health and wellness solutions that are accessible to all consumers and patients around the world. At our Wrafton site, employing approximately 580 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 is pleased to report our Gender Pay Gap Information, as of 5th April 2024, in line with our legal duty under the Equalities Act (2010).

The Office of National Statistics tells us that across the UK, the median hourly earnings for females are on average 13.1% lower than that of males*. Within our Wrafton legal entity we employ a number of senior managers, where the majority of their role responsibilities fall outside of Wrafton Laboratories. We will share data including and excluding this group to give the full picture. We will also provide median and mean figures. The median is the middle value when the numbers are arranged in order, while the mean is the average of a set of numbers, calculated by adding them all together and dividing by the count.

Wrafton has a median pay gap of 5.5% and a mean pay gap of 6.8%** (median gap of 5.7% and mean gap of 11.3% including all employees of the Wrafton legal entity). In order to understand why the gap exists, we conducted a thorough analysis.

Progress since the last report:

We remain committed to continuing our journey of progress towards closing our gender pay gap. We will maintain our focus on this key topic through 2025 with the leadership of our new Operations Director, Garielle Kelsey (hired in Jan 2025).

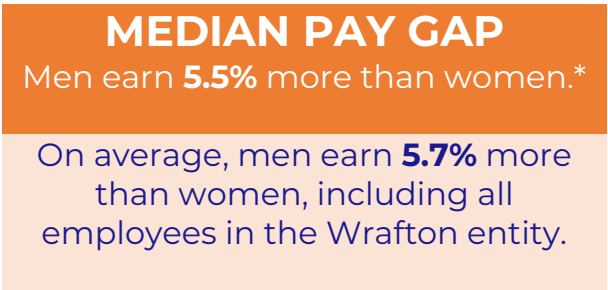
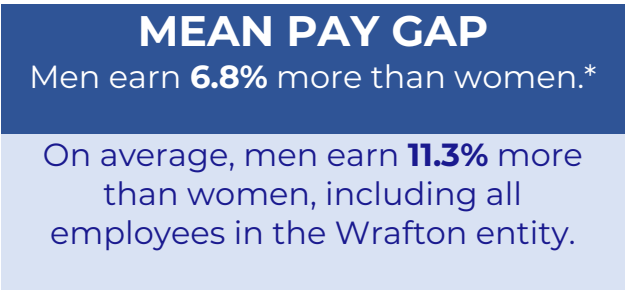
Our median pay gap has reduced by 2.9%*** when considering the data excluding senior managers who are employed by the Wrafton legal entity, but the majority of whose role responsibilities are focused within our other entities (gap including all employees is also 2.9%).
Through successful deployment of our talent processes, we have hired or promoted a greater proportion of females into Middle Upper Quartile pay range positions.
We have been successful in hiring a second female Engineering Apprentice, which has brought the gender balance in this male dominated function to 33% female representation.

*Office of National Statistics 29 Oct 2024
** Excluding those senior managers who are employed by the Wrafton legal entity, but the majority of whose role responsibilities are focused within our other entities
***Female Director of Operations is not included in these numbers but will be in the 2025 report numbers (joined in Jan 2025).

Why does the gap exist?

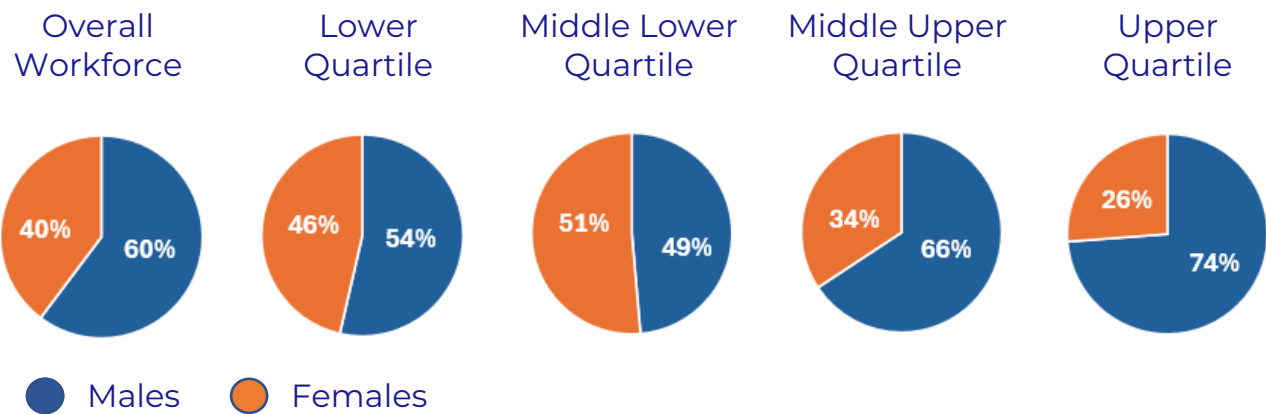
In April 2024, Perrigo had three legal entities in the UK and some senior managers who are employed by the Wrafton legal entity, have role responsibilities which have the majority of their focus within our other entities. If we exclude these individuals the median pay gap is **5.5%** (5.7% including all colleagues employed by the Wrafton legal entity), which is well below the national average of 13.1%.

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 can take some time for changes to come through.



Proportions of males & females in each pay quartile

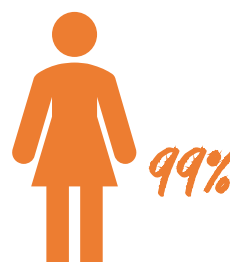
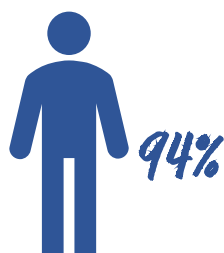
When we compare women as a proportion of the overall workforce, we can see that women are under-represented in the Middle Upper and Upper Quartile.



* Excluding those senior managers who are employed by the Wrafton legal entity, but the majority of whose role responsibilities are focused within our other entities

The bonus gap

All 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 2024, 94% of males and 99% of females had received a bonus.



Our median bonus gap is **1.7%*** (2.6% if including all employees). Perrigo had three legal entities in the UK on 5 April 2024 and some senior managers did not solely operate in for the Wrafton entity, the majority of their focus being on the broader responsibilities they hold across the other entities.

MEAN BONUS GAP

Men earn, **5.3%** more than women.*

On average, men earn **40.2%** more than women, including all employees in the Wrafton entity.

MEDIAN BONUS GAP

Men earn, **1.7%** more than women.*

On average, men earn **2.6%** more than women, including all employees in the Wrafton entity.

* Excluding those senior managers who are employed by the Wrafton legal entity, but the majority of whose role responsibilities are focused within our other entities

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 we will continue to focus on are as follows:

1. **Belonging & Inclusion** - we will continue to make Belonging & Inclusion a key strategic driver. This will include regularly educating our teams on belonging and inclusion matters through the year. We will also continue to support our diverse talent to develop within our organisation, focusing efforts on our Talent Review & Succession Planning processes.
2. **Total Rewards** – we will continue to review and where applicable, enhance our employee benefits and family friendly policies to help attract and retain female talent in our business, whilst remaining competitive within our local talent market.
3. **Pay review** - we will continue to review salaries in line with National Minimum Wage (NMW) rates and to remain competitive in the local market. This will disproportionately impact those lower paid roles in the business, which at present has a greater impact on our female colleagues.

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

Gabrielle Kelsey

Director, Operations

Caroline Norfolk Shaw

Head of Site Quality