



# WRAFTON LABORATORIES GENDER PAY GAP REPORT



SEPTEMBER  
2021

Wrafton Laboratories Ltd.

# Executive Summary

Wrafton Laboratories Limited is part of Perrigo, a global healthcare company that provides *Quality Affordable Self-Care Products* to consumers and patients around the world. At our Wrafton site, employing just over 500 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 2020, 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 15.4% lower than that of men\*. Wrafton Laboratories has a median pay gap of 10.4% 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 work with WISE (Women in Science and Engineering) to attract female talent.
- We attended careers fairs at local schools and universities using a gender balanced team of rolemodels
- We promoted more women than men in the past 12 months and our Quality function talent pipeline has a strong female presence.
- We have delivered recruitment and unconscious bias training to leaders including diversity content.
- Globally within Perrigo, diversity and inclusion has been identified as one of our top 10 business priorities.
- We worked with our Global Diversity & Inclusion team and an outside pay agency to ensure our pay practices are fair.

\*Office of National Statistics 2020

# Why does the gap exist?

Perrigo has four legal entities in the UK and some senior managers who do not solely operate in Wrafton Laboratories as they have broader responsibilities across the other entities. If we exclude these individuals, the median pay gap is 10.4% - well below the national average.

Aside from this first point, our Gender Pay Gap analysis and challenges are broadly consistent within the UK.

10.4%

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. We also have three times as many part-time female staff as we do part-time male staff.

## MEAN PAY GAP

On average, men earn 21% more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **14.8%** more than women

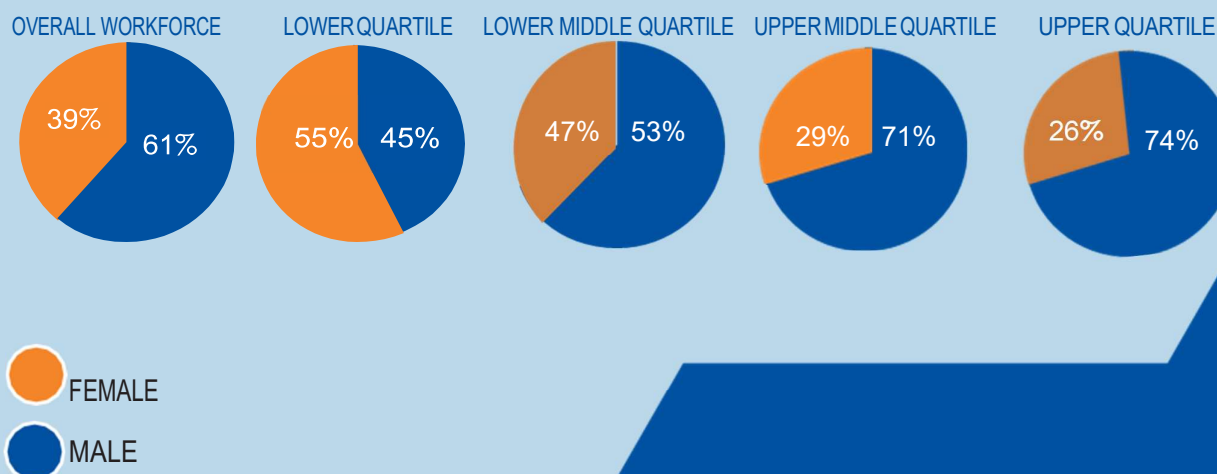
## MEDIAN PAY GAP

On average, men earn 11% more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **10.4%** more than women

## PROPORTIONS OF MALES & FEMALES IN EACH PAY QUARTILE

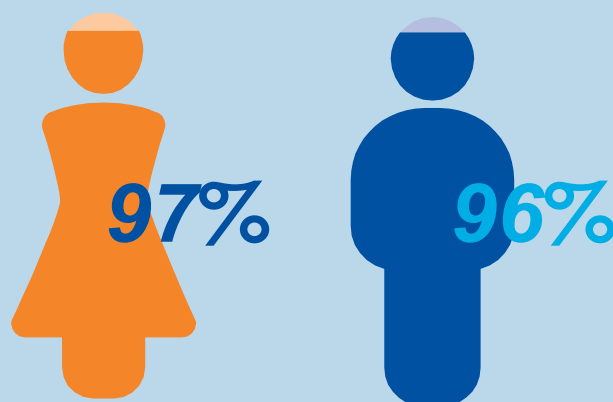
When we compare women as a proportion of the overall workforce, we can see that women are over-represented in the lower pay quartile and underrepresented in the upper middle and upper quartile.



# 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 new hires and attrition, as well as the different bonus plan timings in the scheme year.



## MEAN BONUS GAP

On average, men earn **35.6%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **16.1%** more than women

## MEDIAN BONUS GAP

On average, men earn **16.2%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **15.8%** 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. **Recruitment** - we will work harder to attract a balanced slate of candidates for each role by educating careers advisors on what we do and how each role can appeal equally to all genders.
2. **Selection** - we will ensure selection decisions for new roles and promotions are made by a gender balanced team.
3. **Employer Branding** - we will work to ensure our adverts and website appeal to all genders, as well as continuing with our female role models outreach programme to schools and universities.

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



  
Martin Comer  
**Operations Director**



  
Caroline Norfolk-Shaw  
**Head of Site Quality**