



WRAFTON LABORATORIES GENDER PAY GAP REPORT



MARCH
2023

Wrafton Laboratories Ltd.

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 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 2022, 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 14.9% lower than that of men*. Wrafton Laboratories has a median pay gap of 12.3% 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 involved more female role models in outreach on science related school and university careers fairs.
- We hosted careers advisors from local colleges/schools for a 'Influence the Influencers' event.
- We continue to use gender balanced imagery in adverts and updated our careers website.
- We increased salaries for our lowest paid team members at a higher rate than the rest of the workforce.

*Office of National Statistics 2022

Why does the gap exist?

Perrigo has three 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 12.3%, 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 10 years so it will take time for changes to come through.

MEAN PAY GAP

On average, men earn **18.5%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **11.7%** more than women.

MEDIAN PAY GAP

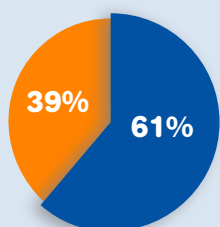
On average, men earn **13.6%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **12.3%** more than women.

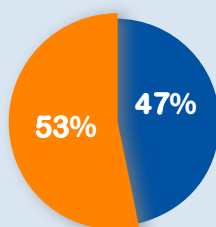
PROPORTIONS OF MALES & FEMALES IN EACH PAY QUARTILE

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 under represented in the upper middle and upper quartile.

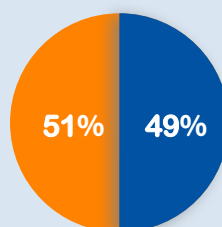
OVERALL WORKFORCE



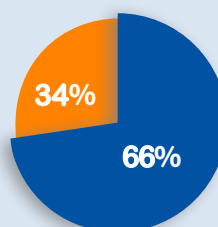
LOWER QUARTILE



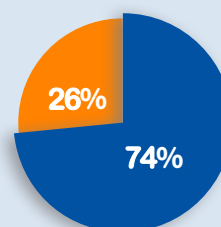
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



● FEMALE

● MALE

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 **46.2%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **17.9%** more than women.

MEDIAN BONUS GAP

On average, men earn **12.7%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **10.6%** 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. **Recruitment** - In vacancy advertisements, we will use imagery and a wide range of media to help attract female applicants.
2. **Training** - we will continue to inform and educate our teams on diversity and inclusion matters through the year by celebrating events such as International Women's Day.
3. **Pay review** - we will uplift our lower paid roles by more than other roles in April 2023 to help reduce the pay gap.

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

A handwritten signature in black ink, appearing to read 'M Comer'.

Martin Comer
Operations Director

A handwritten signature in black ink, appearing to read 'Caroline Norfolk Shaw'.

Caroline Norfolk Shaw
Head of Site Quality