

Wrafton Laboratories Ltd

Gender Pay Gap Report

Wrafton Laboratories Ltd
Published September 2026

Based on data as of
05 April 2025

Executive Summary

Wrafton Laboratories Limited is part of Perrigo, a leading provider of Quality, Affordable Self-Care Products and over-the-counter (OTC) health and wellness solutions that enhance individual well-being by empowering consumers to proactively prevent or treat conditions that can be self-managed. At our Wrafton site, employing approx. 500 people, we manufacture a range of over-the-counter medicines such as cough and cold, analgesics and allergy relief products, making about 1.9 billion tablets a year and another billion capsules and sachets. Wrafton Laboratories Limited is pleased to report our Gender Pay Gap Information, as of 5th April 2025, 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 12.8% lower than that of men*. Wrafton Laboratories has a median pay gap of 4.9%. However, based on the mean average, the pay of men and women is now broadly the same. In order to understand why the median gap exists, we conducted a thorough analysis.

Progress since the last Report:

An equal number of men and women in the Upper and Middle Upper pay quartiles were promoted between April 2024 and March 2025.

We hired more men in the Lower and Middle Lower pay quartiles and following the departure of a number of highly paid male employees the gender balance in the upper quartiles has improved.

*Office of National Statistics 23 Oct 2025

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Why does the gap exist?

Our Gender Pay Gap progress and continued challenges are broadly consistent with the UK-wide trends. Wrafton Laboratories has made gradual improvement to reduce the Gender Pay Gap over a number of years. The remainder of the gap can be attributed to more men than women serving in managerial and leadership roles. Our average length of service is around 9 years so it will take time for changes to come through. However, in the 12 months prior to April 2025, several top earning male employees left the business. This resulted in more female employees falling into our list of top 10 highest earners for the first time.

MEAN PAY GAP

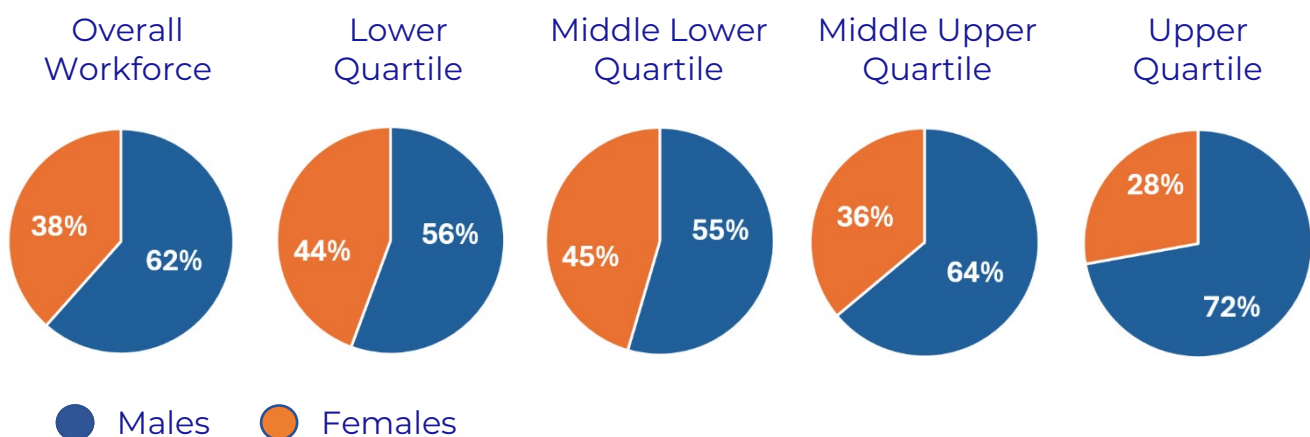
Women earn **0.8% more** than men

MEDIAN PAY GAP

Men earn **4.9% more** than women

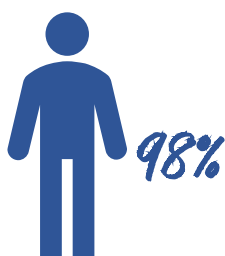
Proportions of males & females in each pay quartile

Whilst more of our top 10 earners are now women, we can see that overall women remain under-represented in the Middle Upper and Upper pay quartiles. A greater proportion of our female employees are still in the Lower and Middle Lower quartiles.



The Bonus Gap

All our 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 2025, 98% of males and 98% of females had received a bonus.



Our median bonus gap shows that on average men earn **1.7% more** bonus than women. However, based on the mean average, women earn **66.6% more** bonus pay than men.

MEAN BONUS GAP

Women earn **66.6% more** than men

MEDIAN BONUS GAP

Men earn **1.7% more** than women

The bonus payout is calculated based on eligible earnings through the previous calendar year. The mean bonus gap showing that men earned less bonus pay than women, is a result of several top earning male employees leaving the business in the 12 months prior to April 2025. The consequence is that six of our top ten highest bonus earners were female employees. Conversely, our lowest bonus earners are predominantly male employees.

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 our 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.

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Gabrielle Kelsey Director Operations		Caroline Norfolk Shaw Head of Site Quality	