



Gender Pay Gap Report

The UK Government has introduced new reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to disclose their gender pay gap annually from April 2017.

This report sets our results, together with contextual information and the initiatives we have underway to close our gender pay gap.

Gender profile of Whitworth Chemists Ltd

Gender Profile			
	27%		73%

Pay Gap differences between male and female employees

	Mean	Median
Hourly rate of pay	17.8%	(3.4%)

The mean is the difference in the average hourly pay for women compared to men

The median represents the middle hourly pay for women compared to the middle hourly pay for men.

A negative number, shown in brackets, indicates that women on average earn more than men.

Bonus Gap differences between male and female employees

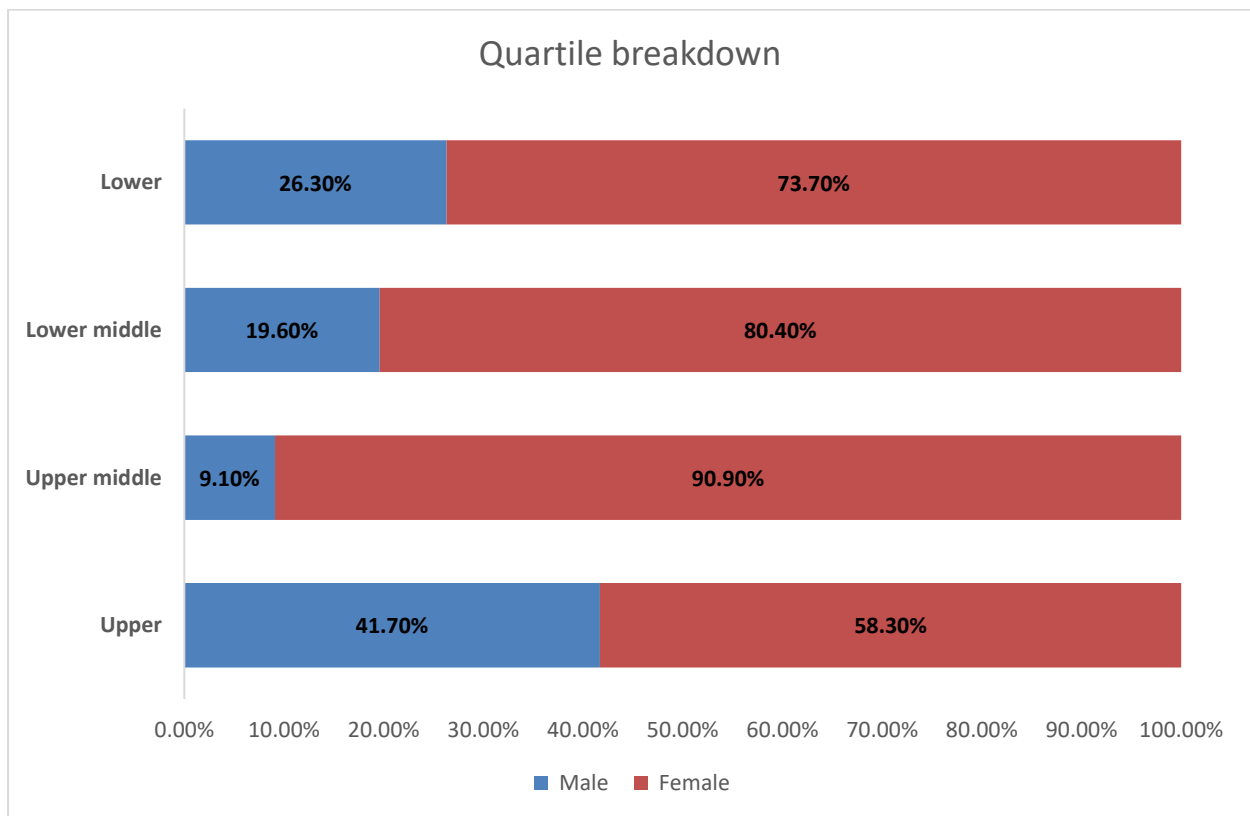
	Mean	Median
Bonus Gap differences	26.4%	(19.7%)

A negative number, shown in brackets, indicates that women on average earn more than men.

Proportion of male and female employees receiving bonus payment

	Male	Female
Bonus payment received	57.5%	68.2%

Pay quartiles profile of Whitworth Chemists Ltd



Quartiles represent the pay rates from the lowest to the highest for our employees split into four equal sized groups, with the percentage of men and women in each group

Whitworth Chemists is committed to fairness, equality and inclusion throughout the company. Whitworth Chemists introduced a Key Performance Indicator (KPI) structure with bands of pay in 2014. The KPI structure is applied to all levels of the organisation, regardless of gender or identity. Annual reviews allow for progression through the KPI bandings.

Whitworth Chemists continued commitment to mentoring, training and learning programmes will provide a platform for all staff to develop and progress within the company.

This statement was approved by



Jay Badenhorst
Managing Director



Richard Bradley
Group Chairman