



# WRAFTON LABORATORIES GENDER PAY GAP REPORT



APRIL  
**2018**

Wrafton Laboratories Ltd.

# Executive Summary

Wrafton Laboratories Limited is part of Perrigo, a global pharmaceutical 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 2018, 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 17.9% lower than that of men\*. Wrafton Laboratories has a median pay gap of 9.8% which is well below the national average and lower than the gap we reported last year of 12.9%. In order to understand why the gap exists, we conducted a thorough analysis.

## HOW DID WE DO AGAINST LAST YEAR'S PLANS?

- We joined WISE (Women in Science and Engineering) and have posted opportunities on their job boards to reach out to female talent pools.
- We attracted more female applicants for engineering apprenticeships this year.
- We improved our gender balance at middle management (the upper middle pay quartile) and have a strong female talent pipeline in our Quality function.
- We relaunched our family friendly policies and communicated to all employees enhanced shared parental leave as well as enhanced opportunities for partners to attend ante and post natal appointments.
- We also took part globally in International Women's Day in March with our Executive Vice President and Chief Medical Officer, Grainne Quinn giving a talk on Inspiring Women of Perrigo. Globally we have appointed a Head of Global Diversity and Inclusion in February.

\*Office of National Statistics 2018

# 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 reduces to 8.2% - well below the national average.

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

8.2%

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. Finally, it is noteworthy that within our engineering department, we have no female engineering technicians.

## MEAN PAY GAP

On average, men earn **21.4%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **7.2%** more than women

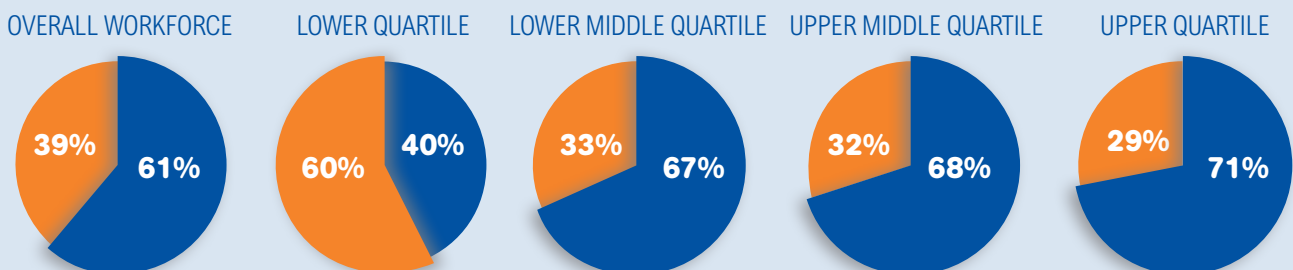
## MEDIAN PAY GAP

On average, men earn **9.8%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **8.2%** more than women

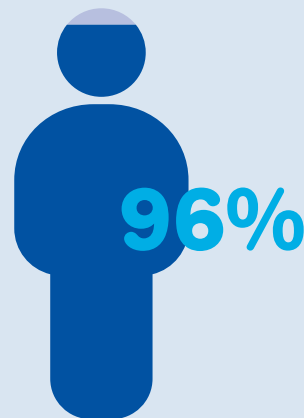
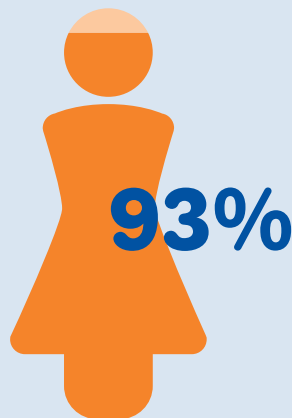
## PROPORTIONS OF MALES & FEMALES IN EACH PAY QUARTILE

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.



# 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 **43.1%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **2.7%** more than women

## MEDIAN BONUS GAP

On average, men earn **18.4%** more than women

Excluding senior managers not solely operating in Wrafton Laboratories who have broader responsibilities for other entities, men earn **18.2%** more than women

\*Wrafton normally makes bonus payments to employees in March each year. However, in 2017 senior managers received their bonus in June rather than March and then received a bonus as normal in March 2018. In the same period, other staff received a bonus in March 2017 and then in March 2018. As a consequence of this, senior managers received two bonuses in the Gender Pay Gap reporting year to 5th April 2018 which significantly skewed the bonus gap as most senior managers are male.

# 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 we identified last time remain our priority.

1. We will continue to take proactive steps to attract more women to join our Engineering team, working with WISE (Women in Science and Engineering) and collaborating with local educational institutions to identify female candidates for engineering apprenticeships.
2. We will continue leveraging our Global Talent Management and development processes to improve our gender balance amongst senior leaders.
3. We will monitor take up of our flexible working policies to ensure they are effective and consider additional changes as appropriate.

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 'Efrat Feder Bukshpan'.

Efrat Feder Bukshpan  
**Senior HR Director**