

ALLIANCE HEALTHCARE MANAGEMENT SERVICES LIMITED

Gender Pay Gap Report

As at April 2021



A message from Marie

At Alliance Healthcare, we are committed to forging a workplace that understands, accepts and values the differences and experiences of our colleagues. This allows us to create pathways for our colleagues to thrive and achieve their full potential. Our focus is to fuel innovation and be united in our support to create healthier futures, by offering the best service from our purpose-driven team members, for our customers and UK patients.

Creating a collaborative and supportive environment where our team members feel appreciated and valued for their contributions will help us move towards a unified, diverse workplace and inclusive culture. Our Senior Management teams are empowered to lead the way in creating these environments across our network of team members within our operations and support functions. Together, this will foster a healthy and motivational workplace that drives a culture of engagement.

Our Gender Pay Gap Report 2021 is an opportunity to review our ongoing progress on gender equality and will help us understand where we need to focus our resources to reduce the existing gender pay gap.

I am delighted that including my role as Managing Director, we have four female directors on our leadership team (as of March 2022), leading the way in our marketing and communications, HR and legal functions.

We know we need to do more to reduce our median pay gap from 10.5%, which is significantly less than the national average at 15.5%. Championing the achievements and successes of our workforce is something that we continue to embrace at Alliance Healthcare. We recognise and celebrate women across our entire network, their dedication and commitment to the business.

Best wishes,



Marie Evans
Managing Director, Alliance Healthcare UK



Marie Evans
Managing Director
Alliance Healthcare UK

Understanding gender pay gap reporting

Gender equality is really important to us and the legislation continues to help us to look at things differently and identify ways we can work to close our gender pay gap.

The legislation requires us to report our mean and median pay gap, bonus mean and median gap, the percentage of male and female employees who received a bonus payment and the percentage of males and females in each pay quartile.

What is the difference between equal pay and a gender pay gap?

A gender pay gap is different from equal pay.

Equal pay

Equal pay is paying males and females equally for like work, work of equal value and work rated as equivalent. There has been legislation outlining equal pay obligations in the UK for nearly 50 years.



Gender pay gap

A gender pay gap looks at the differences in pay between genders across groups of employees irrespective of the work they perform.



One of the main reasons for the gender pay gap in our society is that men are statistically more likely to be in senior roles.

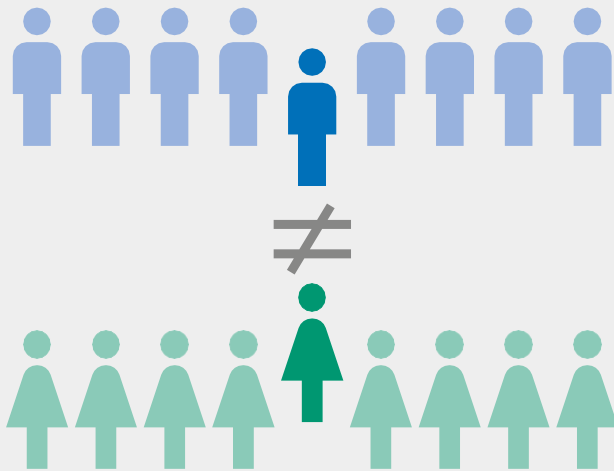
Understanding gender pay gap reporting

How are the median and mean pay gaps calculated?

The median is the middle point of a range of numbers and the mean is the average of a range of numbers. How do we calculate this for gender pay gap reporting?

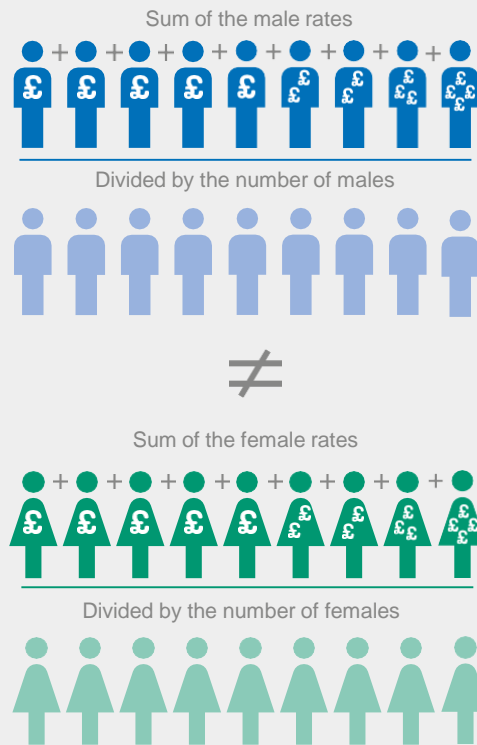
Median pay gap – If all our male colleagues stood in a line in order of lowest hourly rate earned to highest and all females did the same, the median pay gap (as a percentage) is the difference in pay between the middle colleague on the male line and the middle colleague on the female line.

Median pay gap



Mean pay gap – If we add together all the hourly rates of male colleagues and calculate the average and do the same for female colleagues, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly rate.

Mean pay gap

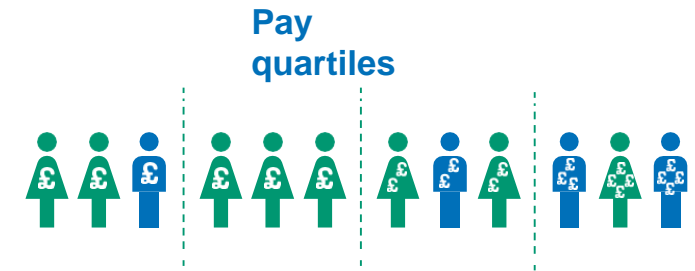


How is the bonus gap calculated?

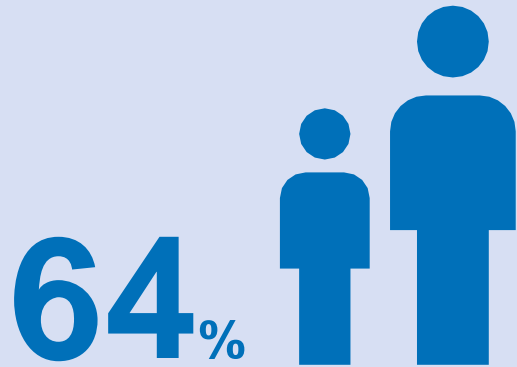
The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, this time we use the actual bonus paid to colleagues. We also report the number of male and female colleagues receiving a bonus (as a percentage of the total male and female population).

How are the pay quartiles calculated?

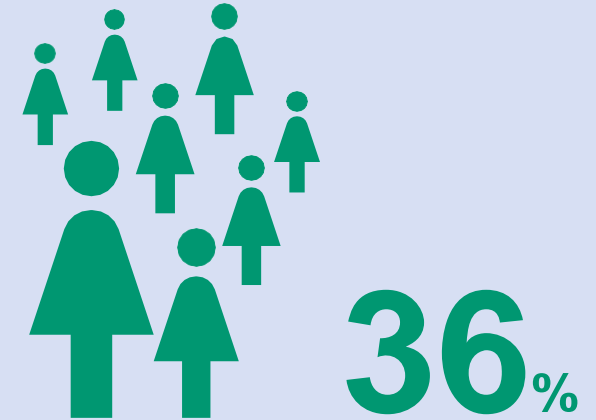
Pay quartiles are calculated by dividing all hourly rates paid across the business, from lowest to highest, into four equal sized groups of colleagues and calculating the percentage of males and females in each.



Our 2021 results



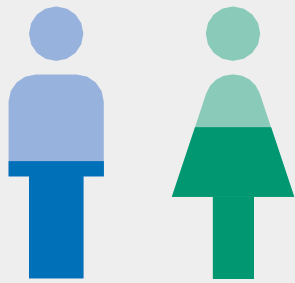
Percentages of all our male and female colleagues



Pay quartiles

The percentages of all male and female colleagues within each quartile pay bands is:

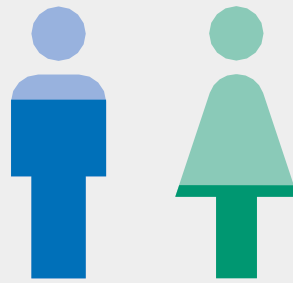
LOWER QUARTILE



53%

47%

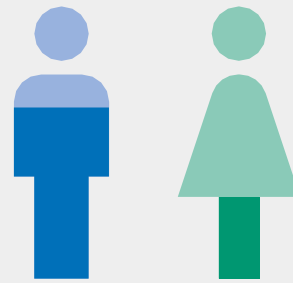
2nd QUARTILE



53%

47%

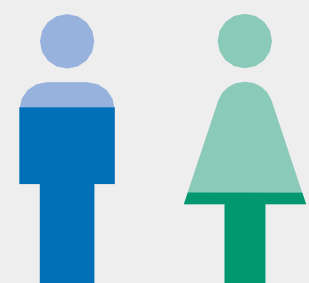
3rd QUARTILE



81%

19%

4th QUARTILE



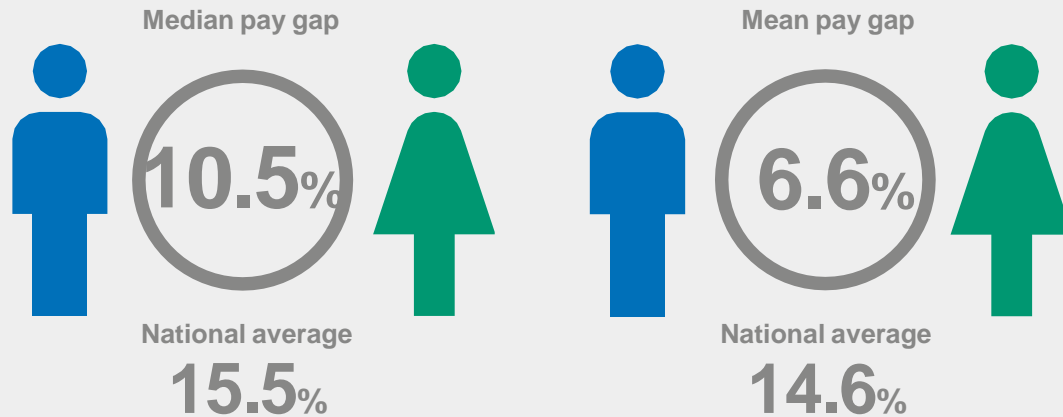
69%

31%



Our 2021 results

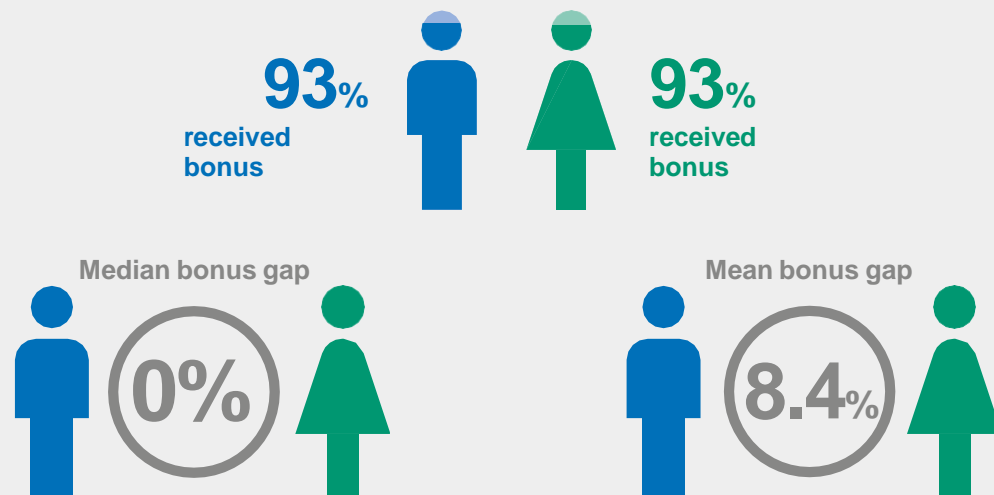
Gender pay gap



Source: Median national average pay gap 15.5%, mean national average pay gap 14.6% based on estimates from the Office of National Statistics' Annual Survey of Hours and Earnings 2020.

We have maintained our median pay gap but have seen an increase in our mean pay gap and compared to the national average of 15.5% and 14.6% they are significantly less. We as an organisation are still committed to further reduce the gap. With our incoming diversity, equity and inclusion strategy, we will better set out our ambition to ensure that we have fair pay and reward structures in place across the business. In our service centers and cross dock centres, we have a long standing relationship with our trade union partners under collective bargaining agreements This ensures continued equal pay for equal work.

Bonus gap



All bonuses paid in the year up to 4 April 2021 are used for the calculation. Across Alliance Healthcare we have various bonus schemes, all of which are gender neutral by design. The number of males and females receiving a bonus has fallen due to non-payment of some of our bonus schemes, which in turn has led to a reduction in our mean bonus gap. This is also reflected in the mean pay gap of 8.4% and mean pay gap of 0%.

How do we plan to address our gender pay gap?

At Alliance Healthcare we are proud of our workforce and fully support all our colleagues across the business to achieve their full potential.

We recognise that we have work to do to further reduce our gender pay gap and are fully committed to taking steps to achieve this. As such, we will continue to focus our efforts in the following areas:

- Target inclusive shortlisting requirement
- Unconscious bias training for all colleagues
- Training video for hiring managers on inclusive hiring including an inclusive recruitment checklist
- Anonymise CV's
- #endsalaryhistory - Not asking for salary history is a recruitment practice that bakes in gender, race and disability inequality
- Advertise roles as secondment opportunities as well as standard vacancies
- Sharing salaries ranges and working arrangements of our roles
- Review essential skills criteria
- Mandatory submission of gender split on performance rating



Our commitment

As a business, we will continue on our journey to build a more diverse and inclusive culture. With our diversity, equity and inclusion strategy, we plan to strengthen our actions to achieve gender balance across our business.

We remain committed to encouraging and supporting all colleagues across the organisation and inspiring everyone to reach their full potential.

We confirm that the information contained within this report is accurate.

Natasha Wilson
HR Director



Carlos Perez
Finance Director



