

Gender Pay Gap 2017

L.Rowland & Company (Retail) Ltd

Our company



L.Rowland & Company Limited is part of the Phoenix Group, a pan-European pharmaceutical wholesaling and retailing company and one of the top 5 pharmaceutical wholesalers in the world. In the UK, the Phoenix Group employs more than 6,000 employees to ensure that medicines and other health products arrive quickly and reliably wherever they are needed via our 13 distribution centres and more than 500 Rowlands' community pharmacies.

The primary goal and the biggest success factor for the Phoenix Group in the UK is its innovative and forward thinking services for manufacturer partners, customers and patients. Our businesses offer services along the entire pharmaceutical supply chain, and we always strive to ensure the highest quality and the best service.

The Phoenix Group in the UK is comprised of a number of employing entities. This report presents data for L.Rowland & Company (Retail) Limited. The information detailed within this report is based upon data analysed as at April 2017.

As part of its commitment to equal opportunities, L.Rowland & Company (Retail) Limited believes that its male and female employees should be rewarded fairly and offered the same opportunities.

Additional to existing equal opportunity obligations, the introduction by the government of gender pay gap reporting requirements illustrates the difference in pay between all males and all females in a workforce and in doing so focusses an organisation's attention on differences in reward.

Broadly, the gender pay gap is the ***difference between the average pay of a male and a female*** working within the same organisation, expressed as a percentage of a male's average pay and regardless of role or seniority. This is distinctly ***different from equal pay***. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

We promote gender equality and diversity inclusion throughout all sectors of our business through equal access to our ongoing programmes available in the form of training, development, promotion and provision of a good working environment.

L.Rowland & Company (Retail) Limited



L.Rowland & Company (Retail) Limited ("Rowlands") was founded in 1810 as a small family business. Rowlands evolved into a chain of small, community-based pharmacies, and is now one of the oldest of its kind in the UK. In 1998, Rowlands was acquired by the Phoenix Group, and has continued to grow steadily through acquisition into more than 500 pharmacies in England, Scotland, and Wales.

Within our pharmacies, we operate set rates of pay for our customer facing employees, so our Technicians, Dispensing Assistants, Healthcare Assistants and Drivers, all receive consistent rates of pay, irrespective of their gender, for their roles they perform.

We also employ highly skilled Pharmacists who receive a higher rate of pay to reflect the experience, level of responsibility and necessary qualifications and accreditations that they undertake in conjunction with their pharmacy team management accountabilities. 82% of our male Pharmacists are full time, whereas only 52% of our female Pharmacists are full time. This has an impact on the mean pay and mean bonus gaps.

Our median pay and bonus pay figures reported are however much of the opposite, with females earning greater amounts. We have significantly more females in our Directorate and Senior Management roles than males, meaning that our highest earners are females.

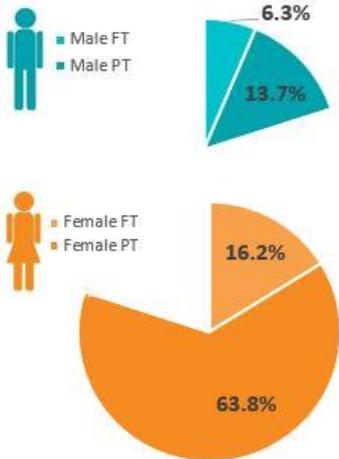
4,818

people employed

Gender split



Gender split by part time and full time employees



Mean and median pay gap	17.2% mean	-3.2% median
Mean and median gender bonus gap	49.1% mean	-47% median

Proportion of males and females receiving a bonus



This is the percentage of male and female employees in four quartile pay bands (dividing L.Rowland & Company (Retail) Ltd into four equal parts).

Our promise

At Rowlands, we believe that our gender pay gap split is due to the demographics of our workforce, in that more females undertake lower paid roles within our pharmacies. These roles appear to be particularly appealing to females at present, which may be in part due to the flexibility in work patterns and support that such flexibility gives to help manage family life. We do recognise and support our male employees who want a similar work-life balance.

As part of a wider transformation project, during 2018 we are committed to:

- Undertaking a wholesale review of job descriptions to ensure they accurately reflect roles and responsibilities
- Introducing a job evaluation scheme
- Implementing a grading and benefits structure
- Reviewing annual bonus arrangements
- Support career progression throughout all levels of our business



I confirm the gender pay gap data contained in this report is accurate.



A handwritten signature in black ink, appearing to read 'Julie Fitzmaurice-Higgins'.

Julie Fitzmaurice-Higgins , HR Director