

# Gender Pay Report 2023-2024



Rosemont Pharmaceuticals is committed to being an inclusive and diverse employer creating an environment in which all our employees can thrive and grow.

I am pleased to share our progress in closing our **gender pay gap** from -2.64% to **-0.11%** and our median **bonus pay gap** from 14.0% to **-10.61%**.

Our headcount in the reference period grew to 271 employees, of which **47%** were female and **53%** were male – an improved balance from last year. **87%** of female employees and **84%** of male employees received bonus payments.

We are encouraged by these figures and remain committed to ensuring our workforce reflects the communities we serve and to fostering a workplace where talent is recognised and rewarded fairly, regardless of gender. While progress has been made, we know there is always work to do, and we will continue to prioritise equitable pay practices and inclusive growth at every level of the organisation.

A handwritten signature in black ink, reading "Howard Taylor".

Howard Taylor  
Chief Executive Officer



# Our Gender Pay Report

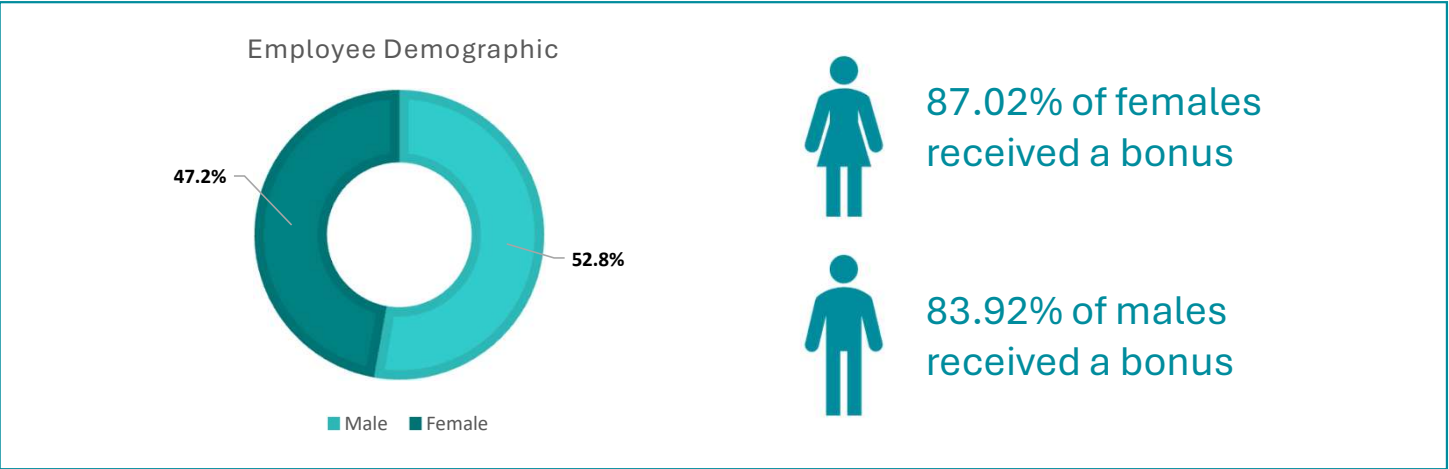
## Equal Pay & Gender Pay Gap

Equal pay legislation requires individuals to receive the same pay for doing the same job, or a job of equal value, regardless of their gender. The gender pay gap is difference in the average pay for men and women across the Company. Employers with 250 or more relevant employees are required to publish their gender pay gap information annually.

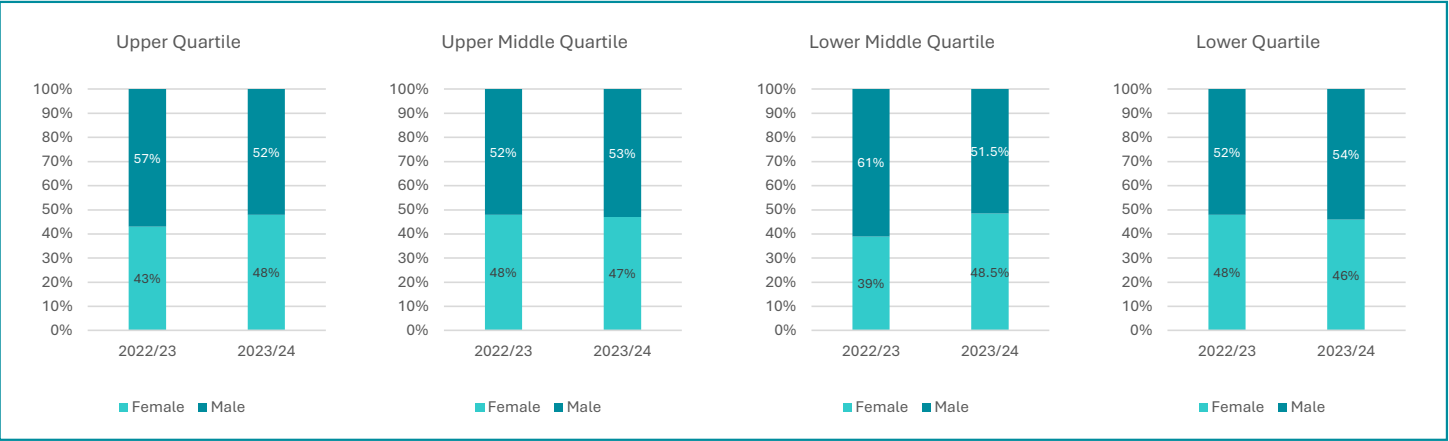
## Median Pay calculations

The median is calculated by listing the rate of pay in order for each gender and taking the value in the middle of each line. The median gap is the difference between these two numbers, expressed as a percentage.

Focussing on the median provides a clearer sense of what the majority of employees are experiencing without the distortion caused by any outliers.



Gender Pay Gap	Bonus Pay Gap
-0.11% Median	-10.61% Median



# Key Drivers of Progress

At Rosemont, inclusion and diversity is paramount to our culture and the engagement of our employees. We provide below the key drivers of our positive progress in closing our gender pay gap in this period.

## Increase in Female Representation in Senior Roles

This year saw a **5% increase in women within the upper pay quartile**, driven by the appointment of three women into senior roles, with no equivalent male hires at these levels contributing to a more balanced pay structure at the top, positively impacting the mean pay gap.

## Stronger Pay Balance Across Quartiles

We also observed a **decrease in the proportion of women in the lowest pay quartile** and an increase in the lower-middle quartile. This redistribution has helped lift the overall average earnings for women and created a more even spread of gender representation across pay bands.

## Positive Pay Trends Among Female New Starters

Female new starters joined the organisation at a higher average rate of pay compared to their male counterparts. This trend has supported the overall reduction in the gender pay gap by strengthening female representation in mid-to-higher paying roles.

## A More Balanced Bonus Distribution

The improvement in the median reflects a more even distribution of bonuses across genders. It indicates that women at the midpoint of our bonus recipients received higher values than their male counterparts, demonstrating positive progress in fairness and recognition.

Women's median hourly pay is 0.1% higher than men's – this means they earned £1.0011 for every £1 that men earned when comparing median hourly pay



# Our Continued Commitment

At Rosemont, inclusion and diversity is paramount to our culture and the engagement of our employees. We provide below a summary of action we have taken to date to create an inclusive and diverse environment, where our people can make a difference every day.

- ✓ Our people are important to us, and they make a real difference to the patients we serve in the work they do every day. We look to recruit enthusiastic and ambitious colleagues who reflect our customer patient community, to help us deliver a high-quality product to our customers and patients.
- ✓ As part of our reward strategy, regular and extensive benchmarking data is considered in our salary and bonus planning. We are committed to ensuring salaries remain aligned and equitable for the role and that employees are paid fairly, regardless of gender.
- ✓ As a member of the Living Wage Foundation, we are committed to ensuring anyone working for Rosemont receive a real living wage, supporting them in meeting the costs of living.
- ✓ Our 'Rosemont & You' calendar celebrates success and moments that matter to our employees. We listen to our employees and aim to understand what is important to them. In the past year we have celebrated numerous religious or significant events that reflect our employee demographic.
- ✓ Many employees benefit from our flexible working arrangements and core working hours, allowing them to flex their working day around their personal commitments and ultimately manage their own work life balance.
- ✓ We encourage all employees to challenge their own unconscious bias and contribute to an inclusive environment therefore all our employees complete annual unconscious bias and positive, dignity at work and mental wellbeing training on an annual basis.
- ✓ Supporting our employees with improved additional company paid maternity and adoption leave provision.



This is to certify that

Rosemont Pharmaceuticals Limited

has achieved

Investors in Diversity

*Neil Choudhry*

Chief Executive, Chief Executive  
National Centre for Diversity

February 2024 - February 2026

NATIONAL  
CENTRE FOR  
DI>ERSITY

