

# **Centaur Services Ltd. (MWI Animal Health Ltd)**

## **2022 Gender Pay Report**

At AmerisourceBergen, we are committed to fostering a global workplace that values all cultural, experiential, philosophical perspectives; creates pathways for every team member to thrive; makes a positive impact on our communities through equitable access to healthcare and is transparent and accountable for progress.

Our commitment to our Diversity, Equity and Inclusion transparency includes gender pay equality and conducting pay equity assessments across our global population to ensure we are compensating our workforce equally for the same roles regardless of gender. We continue to take steps to improve representation at all levels of our global organization and champion the females who make up 51% of our overall workforce, 36% of leadership positions, 47% of manager positions, 30% of our Board of Directors, and 57% of our Executive Management Committee.

For our Centaur Services Ltd. (MWI Animal Health Ltd) operations, we recently completed our gender pay gap (**GPG**) analysis for 2022 together with our partners at Mercer UK and are pleased to report the results.

The report is based on information as of April 5<sup>th</sup> 2022 and outlines the mean and median gender pay based on the hourly rate of payments received in that month. Any bonus payments received during the 12 months leading up to that date are also reviewed and compared by gender.

The Gender Pay Gap (**GPG**) is the percentage between the hourly earnings between genders (across all jobs). The Gender Bonus Gap (**GBG**) is the percentage between the bonus payments between genders. The below chart indicates the results from this year’s analysis. The mean result is average payments of all male employees versus the average payments for all female employees. The median result is the middle value of pay for men versus the middle value of pay for women.

	<b>Mean</b>	<b>Median</b>
<b>Gender Pay Gap (GPG)</b>	<b>-1.6%</b>	<b>-5.2%</b>
<b>Gender Bonus Gap (GBG)</b>	<b>16.2%</b>	<b>-4.5</b>

\*A Negative (-) figure indicates when a male is paid less than a female

Both the mean and median GPGs are favourable towards females. The GPG results are well below the 2021 overall UK median of 9.7 % as well as within the Healthcare sector 7%. We have also seen a significant improvement in our GBG results and both the mean and median GBG have decreased year on year in the favour of females. One of the drivers behind this is that we have more women earning higher bonuses this year compared to last year.

We are also pleased to report that the proportion of female team members at the upper quartiles below is also at its highest level since 2019 reporting.

## Percentage of Employees Receiving a Bonus Payment

Female

**82%**

Male

**78%**

## Percentage of Female/Male in each Hourly Pay Quartile

Upper Quartile

**39.5% / 60.5%**

Upper Middle Quartile

**25.4% / 74.6%**

Lower Quartile

**32.2% / 67.8%**

Lower Middle Quartile

**27.7% / 72.3%**

We remain committed to Diversity, Equity and Inclusion transparency and we are actively engaging third parties so that we can continue to measure our progress and identify any opportunities around gender pay equality.

For questions, please contact [corporateresponsibility@amerisourcebergen.com](mailto:corporateresponsibility@amerisourcebergen.com)

I confirm that the data reported is accurate and meets the requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Emma Hunt

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