

# National Veterinary Services Limited (NVSL)

## 2023 Gender Pay Gap Report



National Veterinary Services Limited are a part of Patterson Companies Inc.. In this report you will find our gender pay analysis across NVSL for the 12 month period including 5 April 2023.

UK employers with more than 250 employees are required to publish their gender pay gap.

### *What is the gender pay gap?*

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings. Organisations follow a calculation methodology set out by the Government Equalities Office to report their mean and median gender pay gap, bonus gap, and distribution across pay quartiles.

It is different to equal pay, which means that a Company must pay men and women the same for equal or similar work. NVSL is an Equal Pay employer, which means that men and women performing equal work receive equal pay.

Our gender pay gap report shows that, on average, women's gross hourly earnings are slightly lower than those of men. We are committed to fair pay irrespective of gender and will continue to promote policies and initiatives to support equal opportunities for our entire workforce.

### **All Relevant Employees by Gender, at the 5 April 2023**



Full pay staff (all male and female relevant employees who were not absent in the pay period including 5 April 2023) remains stable year on year.

### **Employee Gender Pay Gap**

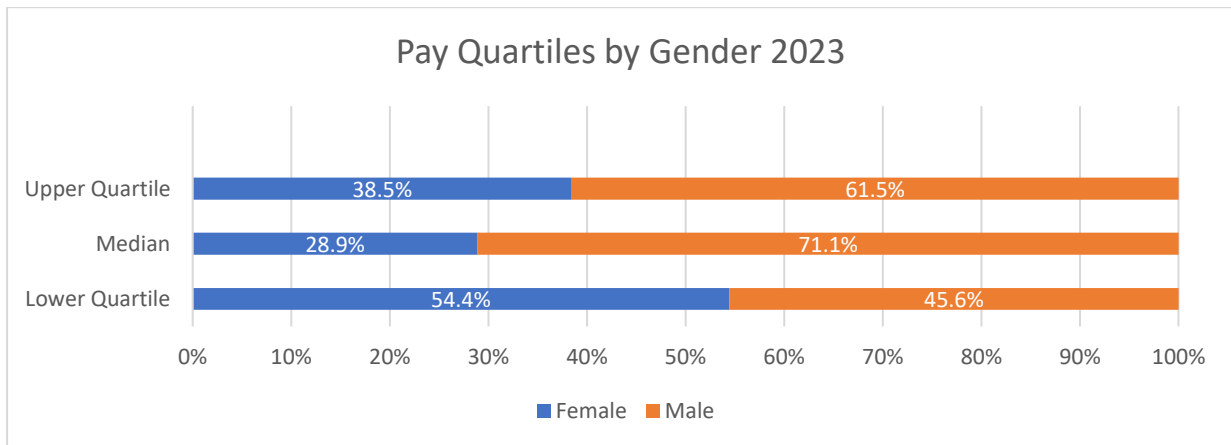
Our mean gender pay gap, based on full pay employees, for 2023 has seen a marginal increase from 4.5% in 2022 to 4.6% in 2023, in favour of males. Our median gender pay gap has improved from 3.4% in 2022 (male weighted) to 0.8% in 2023.

	2022	2023
<b>Mean gender pay gap</b> – the difference in the average hourly rate of male and female employees	4.5%	4.6%
<b>Median gender pay gap</b> – the mid-point when all the hourly rates are listed, lowest to highest, by gender	3.4%	0.8%

For every £1 a male employee earns, a female employee earns £0.95 (mean), or for every £1 a male employee earns female employee earns £0.99 (median).

### Pay Quartiles by Gender

The proportion of male and female employees are split into quartiles based on their ordinary pay. The chart below identifies that the lower quartile has the most equal split of male and female employees.



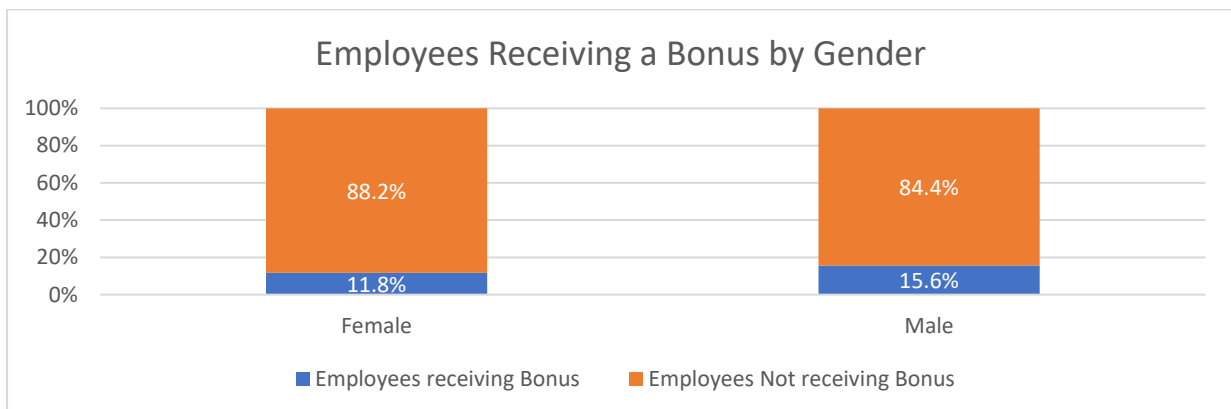
### Employee Gender Bonus Pay Gap

	2022	2023
<b>Mean gender pay gap for bonuses</b> – the difference in the bonus payments received by male and female employees	45.9%	36.3%
<b>Median gender pay gap</b> – the mid-point when all the bonuses are listed, lowest to highest, by gender	0%	0.2%

\*Relevant employees receiving a bonus in the 12-month period including 5<sup>th</sup> April 2023.

Due to the volume of one-off flat rate recognition awards paid out in the year ending 5<sup>th</sup> April 2022, this change in the mean gap is not unexpected (a reduction in favour of females by 9.6% year on year).

	Female	Male
<b>Proportion of male and female employees to receive a bonus.</b>	11.8%	15.6%



### DECLARATION

I confirm that the data reported is accurate and meets the requirements under the regulations.

Martin Riley  
**Managing Director**