

National Veterinary Services Limited (NVSL)

2024 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 the NVS Group for the 12 month period including 5 April 2024.

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 2024



Full pay staff (all male and female relevant employees who were not absent in the pay period including 5 April 2024) decreased by 2.4% year on year.

Employee Gender Pay Gap

Our mean gender pay gap, based on full pay employees, for 2024 has seen a marginal decrease from 4.6% (in favour of males) in 2023, to 4.0% in 2024. Our median gender pay gap has grown from 0.8% in 2023 to 4.4% in 2024.

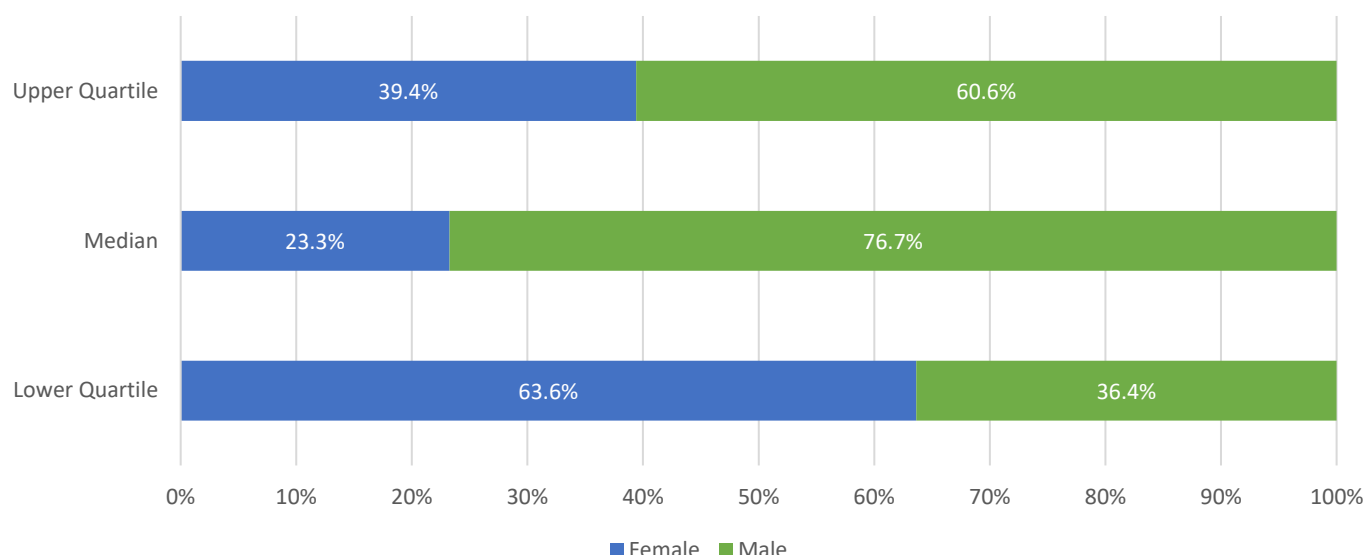
	2023	2024
Mean gender pay gap – the difference in the average hourly rate of male and female employees	4.6%	4.0%
Median gender pay gap – the mid-point when all the hourly rates are listed, lowest to highest, by gender	0.8%	4.4%

For every £1 a male employee earns, a female employee earns £0.96 (mean), or for every £1 a male employee earns female employee earns £0.96 (median rounded to 2 decimal places).

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 upper quartile has the most equal split of male and female employees.

Pay Quartiles by Gender 2024



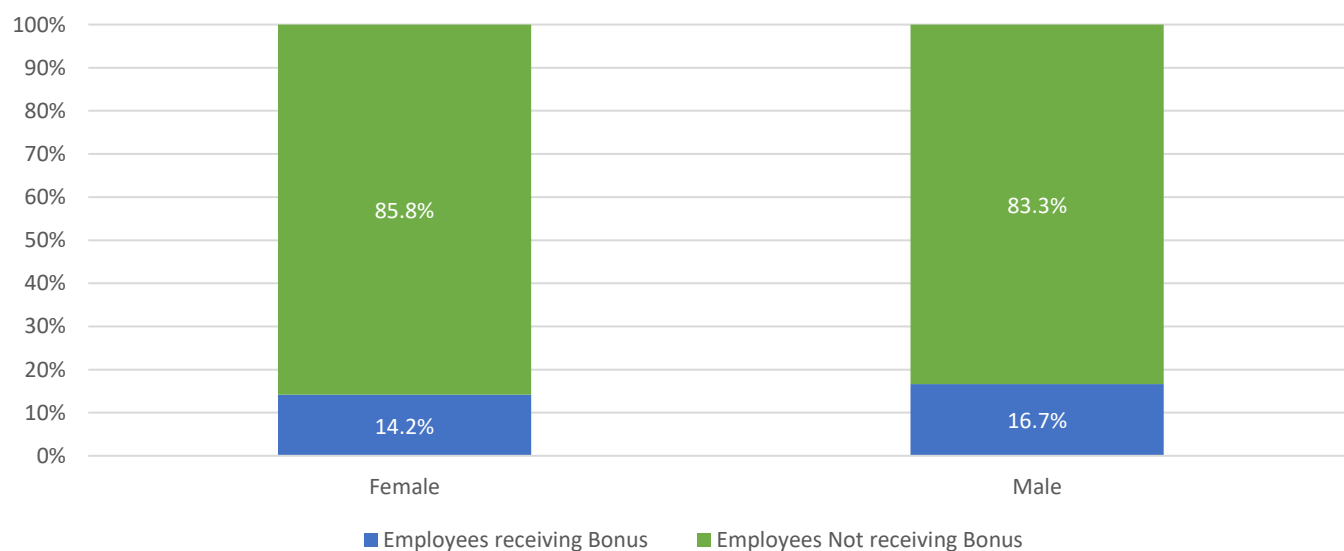
Employee Gender Bonus Pay Gap

	2023	2024
Mean gender pay gap for bonuses – the difference in the bonus payments received by male and female employees	36.3%	16.8%
Median gender pay gap – the mid-point when all the bonuses are listed, lowest to highest, by gender	0.2%	0.0%

*Relevant employees receiving a bonus in the 12-month period including 5th April 2024.

	Female	Male
Proportion of male and female employees to receive a bonus.	14.2%	16.7%

Employees Receiving a Bonus by Gender



The data shows little year on year change.

DECLARATION

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

Martin Riley
Managing Director