

National Veterinary Services Limited (NVSL)

2025 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 2025.

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. Our bonus gender pay gap report shows a 25% swing in favour of women; in reality, this demonstrates that the mean gender pay gap is 9.5% higher for women than men. This has been impacted by two main factors in this period – the elevation of two women to our Executive Leadership Team, and our Territory Manager Incentive Scheme (the majority of this population are women).

All Relevant Employees by Gender, at the 5 April 2025



Full pay staff (all male and female relevant employees who were not absent in the pay period including 5 April 2025) increased by 8.8% year on year.

Employee Gender Pay Gap

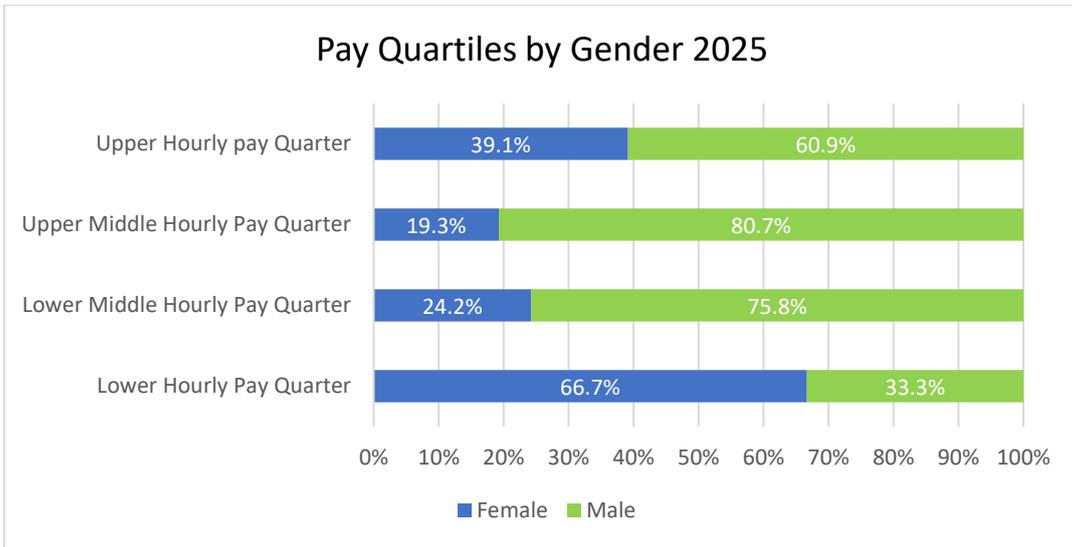
Our mean gender pay gap, based on full pay employees, for 2025 has seen a decrease from 4.0% (in favour of males) in 2024, to 3.2% in 2025. Our median gender pay gap has grown from 4.4% in 2024 to 5.2% in 2025.

	2024	2025
Mean gender pay gap – the difference in the average hourly rate of male and female employees	4.0%	3.2%
Median gender pay gap – the mid-point when all the hourly rates are listed, lowest to highest, by gender	4.4%	5.2%

For every £1 a male employee earns, a female employee earns £0.97 (mean), or for every £1 a male employee earns, female employee earns £0.95 (median).

Pay Quarters by Gender

The proportion of male and female employees are split into quarters based on their ordinary pay. The chart below identifies that the upper hourly pay quarter has the most equal split of male and female employees.

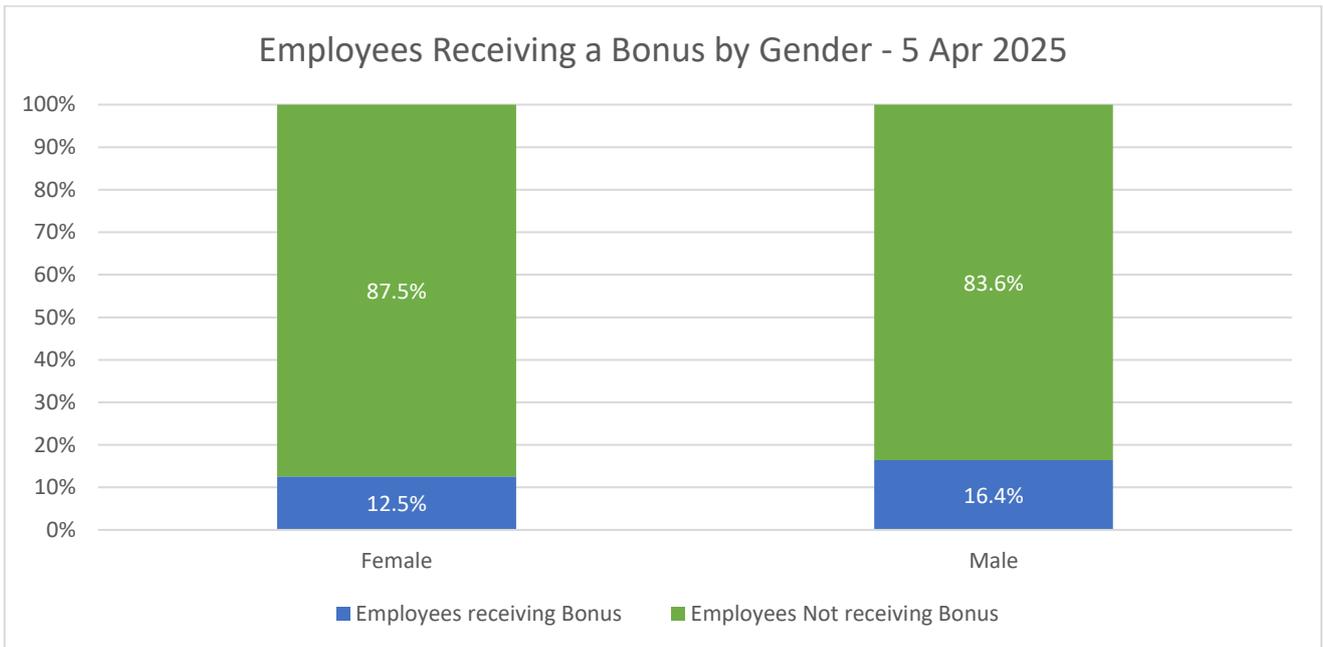


Employee Gender Bonus Pay Gap

	2024	2025
Mean gender pay gap for bonuses – the difference in the bonus payments received by male and female employees	16.8%	-9.6%
Median gender pay gap – the mid-point when all the bonuses are listed, lowest to highest, by gender	0.0%	26.9%

*Relevant employees receiving a bonus in the 12-month period including 5th April 2025.

	Female	Male
Proportion of male and female relevant employees to receive a bonus.	12.5%	16.4%



DECLARATION

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

Naomi McCallum
Managing Director

March 2026