

Our 2017 Gender Pay Gap Report

Penn Pharmaceutical Services Ltd trading as PCI Pharma Services

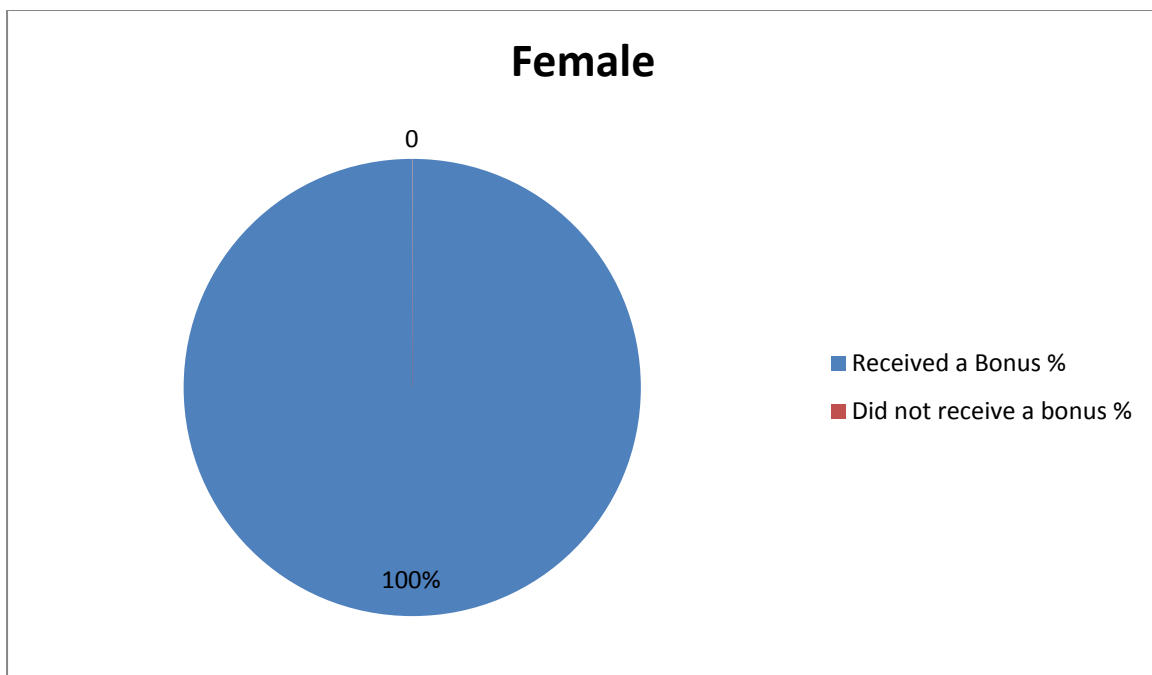
We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

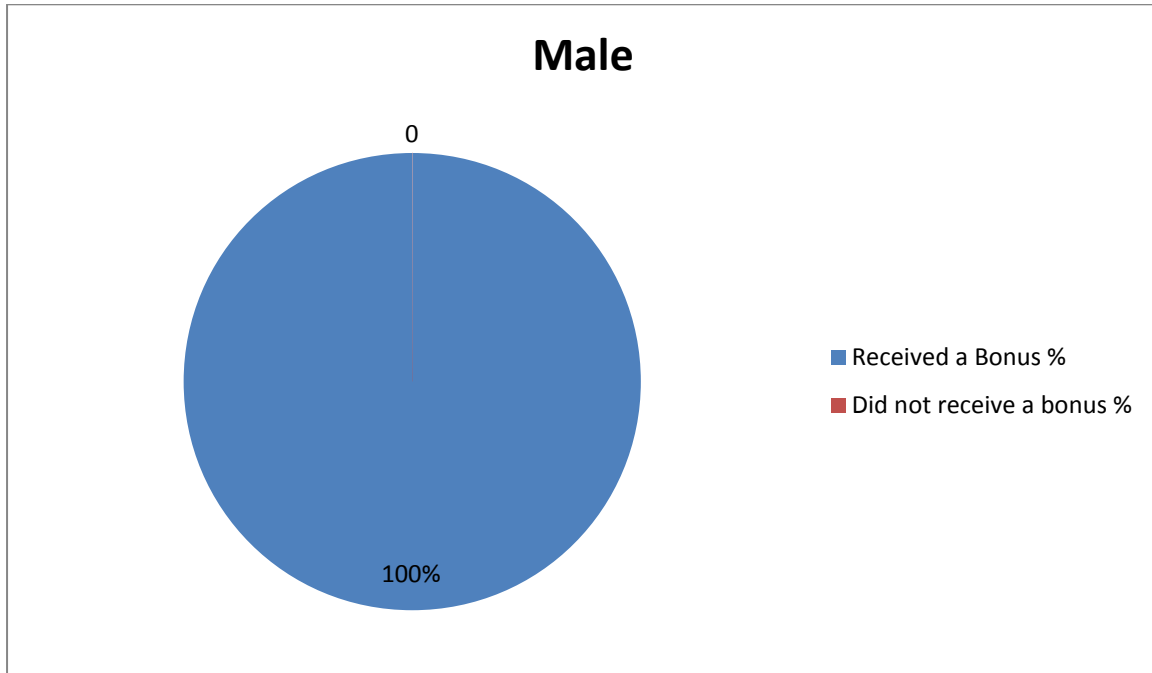
Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	21.38%	19.22%
Bonus paid	52.52%	0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2017). It also captures the mean and median differences between the bonuses paid to male and female in the year up to 5 April 2017 i.e. for the 2016 performance.

Proportion of colleagues awarded a bonus for 2016

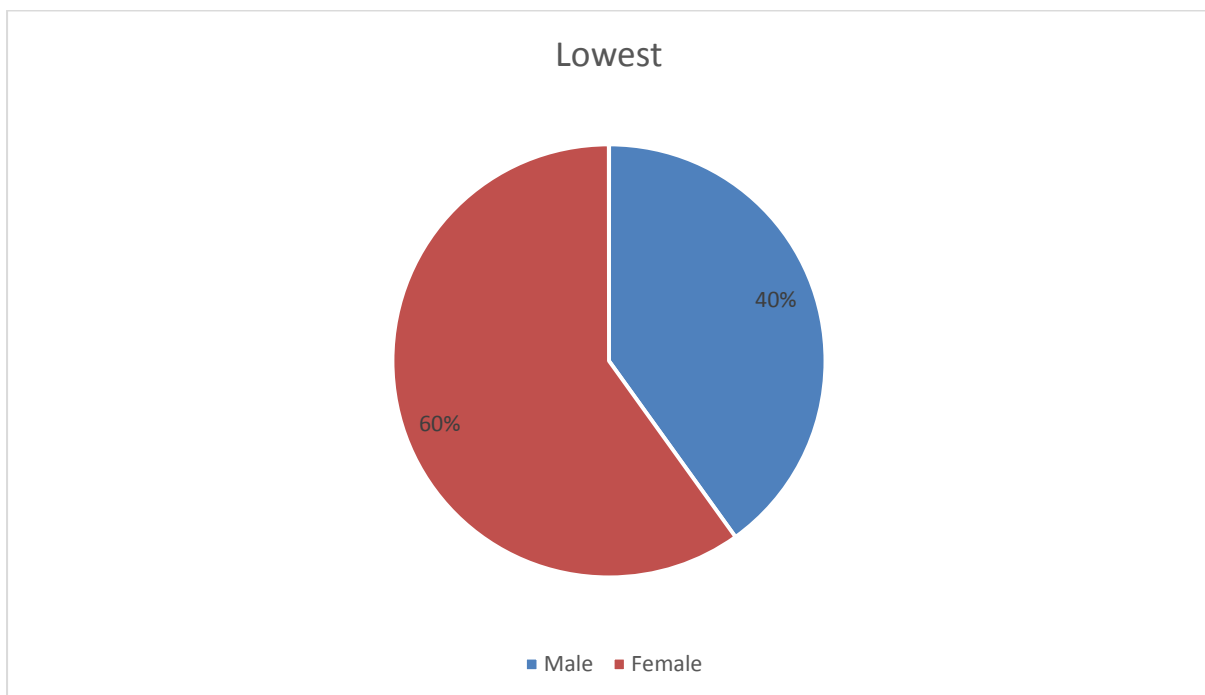




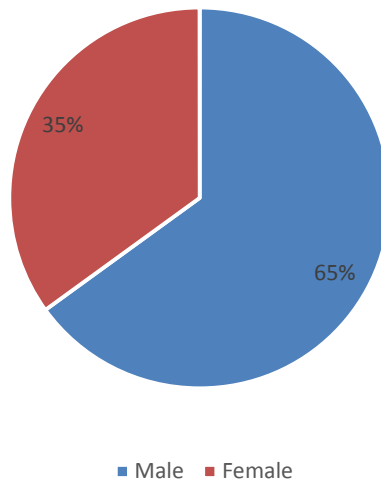
This shows all men and women eligible to be paid a bonus for their performance in 2016 received one.

Pay Quartiles

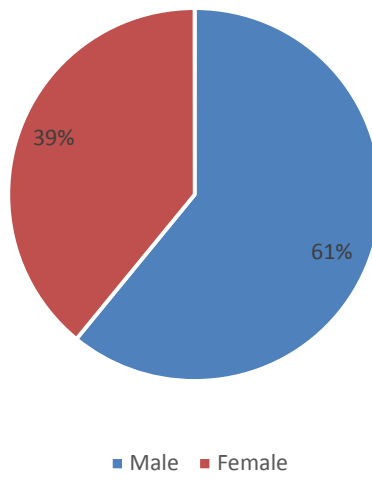
The information below illustrates the gender pay at PCI Tredegar across four equally sized quartiles, each containing 87 colleagues.

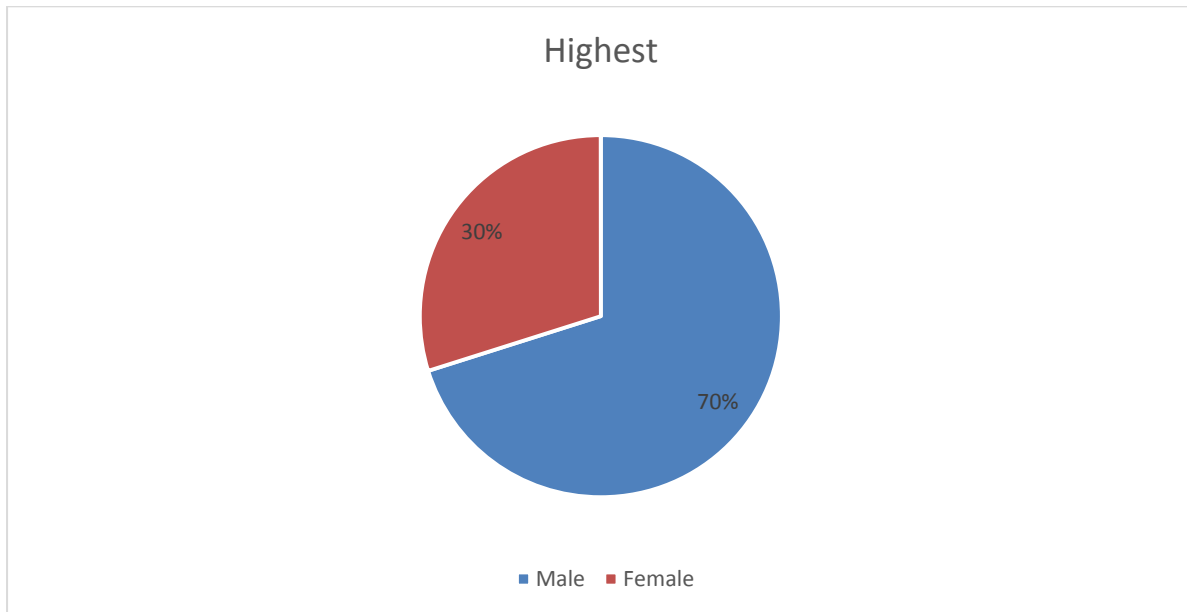


Quartile 2



Quartile 3





We are confident that men and women are paid equally for doing equivalent jobs across our business.

Our immediate challenge is the uneven distribution of genders at different levels through the organisation. The nature of some of our work; specific products we manufacture and handle, does limit our ability to have high levels of female staff working in these areas. We are looking at how we can better promote other opportunities/areas of the business to our female workforce and attract new female staff into our business.

Identified as an Anchor Company within Wales by the Welsh Government, we are working closely with specific government departments and Further and Higher Education organisations to support a healthy and talented pipeline into our industry/business. How we attract, train and retain a strong workforce is key to our businesses success.

Our aim is to achieve a 50:50 gender balance by 2020 (within a 10% tolerance) throughout the business. We are confident as we progress towards a 50:50 balance, our gender pay gap will reduce.

I confirm the data reported is accurate.

William Mitchell

President & CEO, PCI Pharma Services

26 March 2018