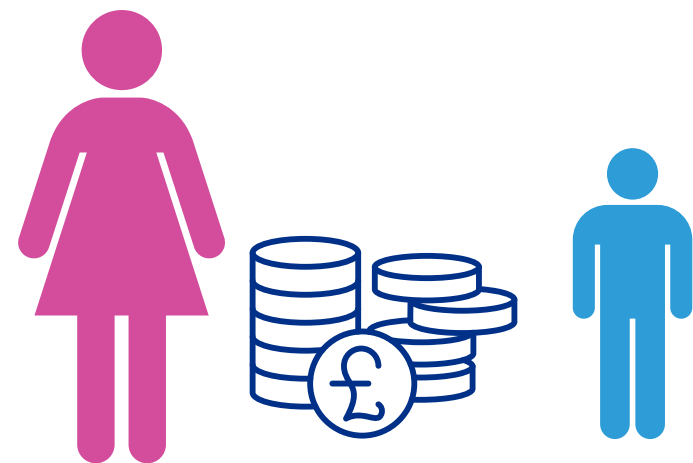


# Gender Pay Gap.



## Our Gender Pay Gap at a Glance Snapshot from 5th April 2025



**-8.93% (-£1.59 p/h)**

### Our Mean Gender Pay Gap

This is an average of the difference between the female and male hourly rate of salary. Females in UPL are on average earning £1.59 an hour more than males.



**-2.53% (-£0.32 p/h)**

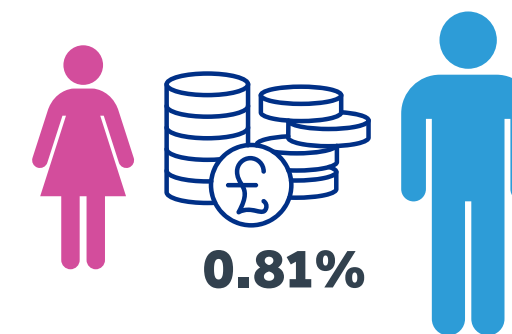
### Our Median Gender Pay Gap

This is the middle value of the difference between the female and male.

UHS Pharmacy LTD is a subsidiary of UHS. It has 22 staff working across roles in the hospital dispensary. These roles are not on NHS Agenda for Change terms and conditions.

This is the second year that UPL have reported their gender pay gap.

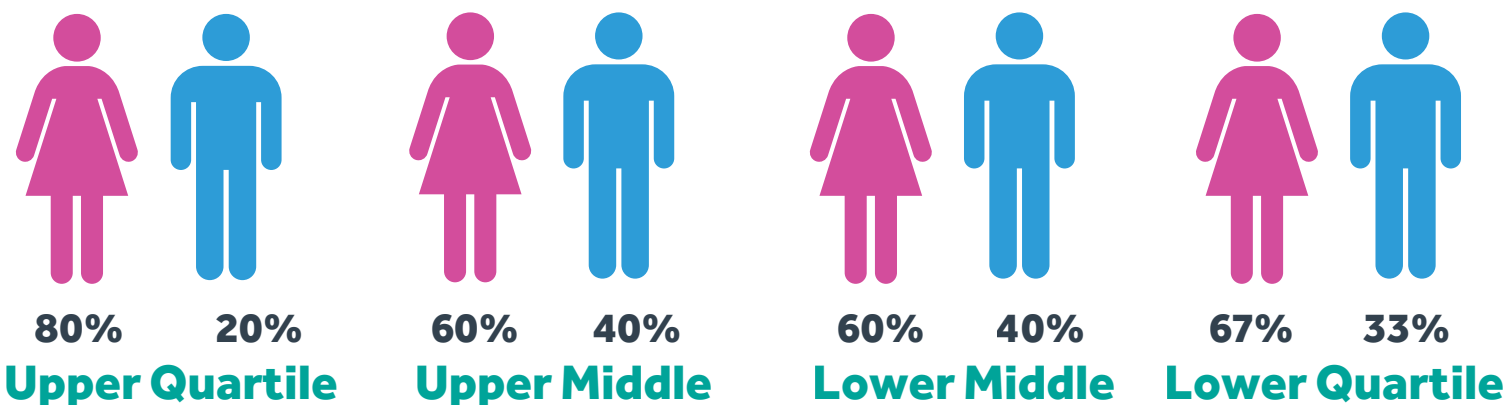
### Our Mean Bonus Pay Gap



**0.81%**

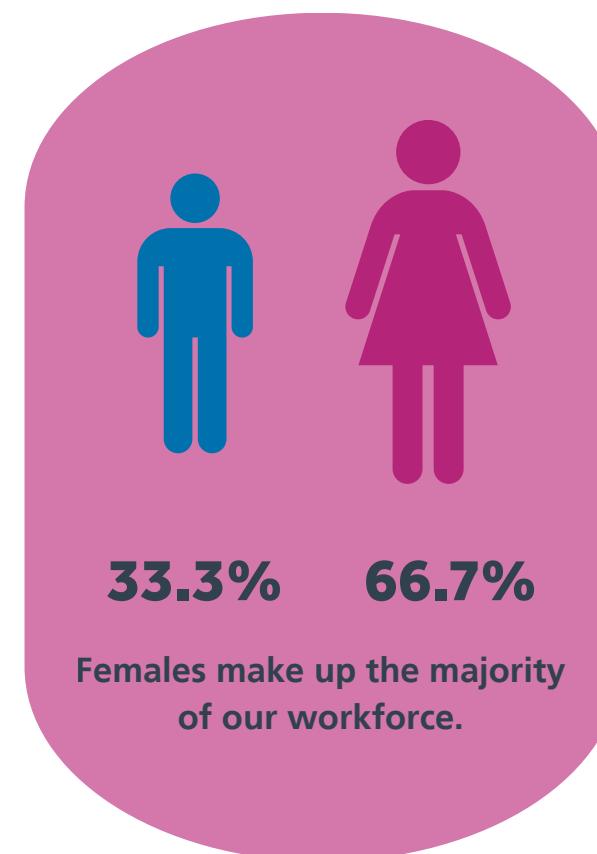
The difference between the mean bonus pay between males and females is weighted in favour of males. (For those eligible)

## Our Gender Pay Gap by Quartile Snapshot from 5th April 2025

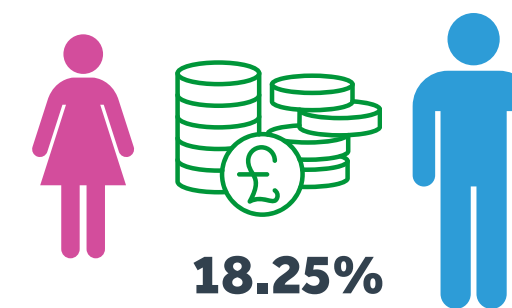


The proportions of male and female full-pay relevant employees across the different pay bands.

### Our Workforce



### Our Median Bonus Pay Gap



**18.25%**

The difference between the median bonus pay paid to males and females is weighted in favour of males. (For those eligible)