



**Knights Chemist Limited**

**2023 Gender Pay Gap Report**

Knights Chemist Limited is required by law to publish an annual gender pay gap report, this is the report for the snapshot date of 5 April 2023.

Knights Chemist Limited commit themselves to fairness, equality, and inclusion to reduce any gender pay gaps.

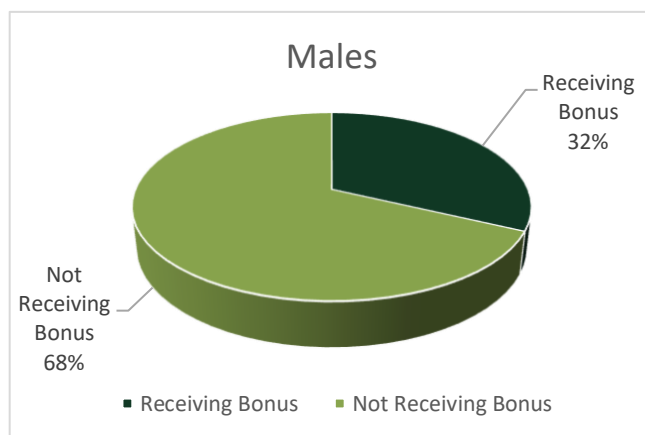
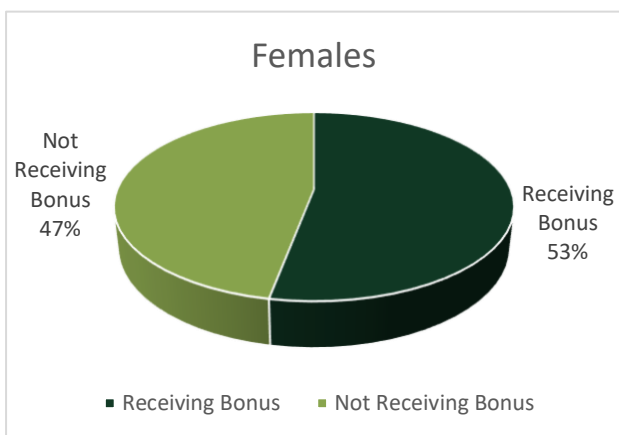
The figures set out above have been calculated using the standard methodologies used in the **Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**.

Knights Chemist Limited is committed to the principle of equal opportunities and treatment for all employees and is confident that there is a clear policy of paying employees equally for the same or equivalent work. Therefore, Knights Chemist Limited is confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

There are a total of 510 employees in the below dataset, split by 389 women, and 121 men.

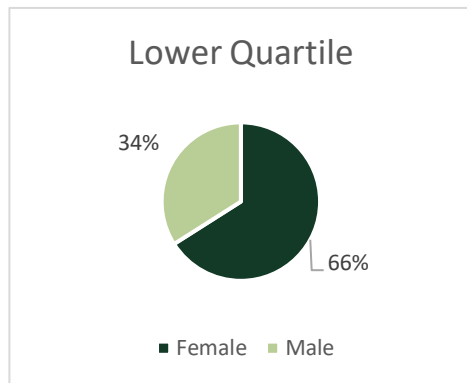
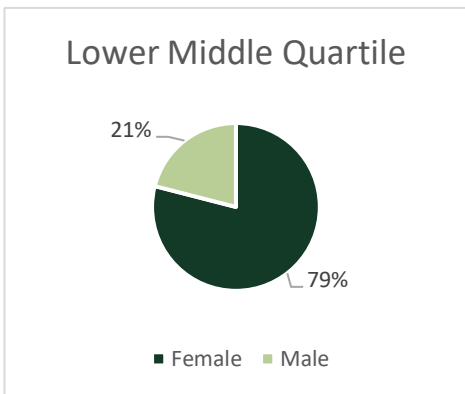
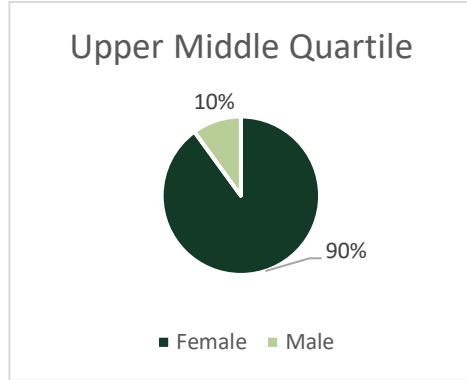
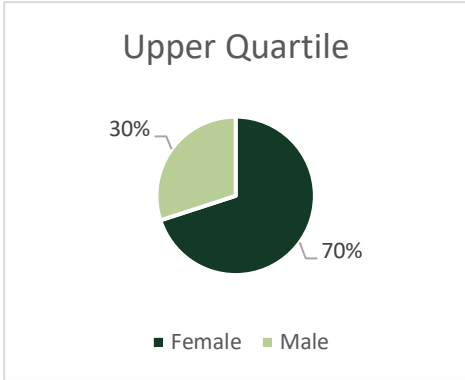
	Mean		Median	
	Female	Male	Female	Male
<b>Hourly Rate</b>	£12.04	£13.01	£10.55	£10.42
<b>Bonus Paid</b>	£291.95	£533.97	£131.22	£500.80

**Proportion of colleagues awarded a bonus for period to April 2023:**





**Pay Quartiles:**



At Knights whilst we acknowledge that the pay gap is better than the average UK company, we still believe there is work to do. We are proud to be an employer of mostly female team members (76%). Many of our delivery drivers are male, due to this the median hourly rate is higher for women by 1%, compared to a UK median of 9.71% in the other direction. However, there are more males in Pharmacist roles within the business and as such our mean average rate is higher for men by 7%. Knights will continue to work towards equality in all elements of our workplace.

**Anand Sodha**  
**Director**  
**29/02/2024**