

World Courier UK Limited

2022 Gender Pay Report

At AmerisourceBergen, we are committed to fostering a global workplace that values all cultural, experiential, philosophical perspectives; creates pathways for every team member to thrive; makes a positive impact on our communities through equitable access to healthcare and is transparent and accountable for progress.

Our commitment to our Diversity, Equity and Inclusion transparency includes gender pay equality and conducting pay equity assessments across our global population to ensure we are compensating our workforce equally for the same roles regardless of gender. We continue to take steps to improve representation at all levels of our global organization and champion the females who make up 51% of our overall workforce, 36% of leadership positions, 47% of manager positions, 30% of our Board of Directors, and 57% of our Executive Management Committee.

This year we're publishing our **World Courier UK Operations** gender pay gap for the first time following an external review and analysis by Mercer UK.

In line with the reporting requirements, our gender pay gap data is taken on 5 April 2022. A gender pay gap is the percentage between the hourly earnings between genders (across all jobs) which reflects the profile of its workforce, and typically the difference between what various groups of people earn, irrespective of their role or seniority. It is not the same as equal pay. Equal pay is the legal requirement for people to be paid the same for performing the same work. To measure our gender pay gap, we compare the mean and median hourly earnings of males and females. The mean – or average – is the sum of all the values, divided by how many values there are. The 'median' is the midpoint value in a data range.

The gender bonus gap is the percentage between the bonus payments between males and females. To calculate this, any bonus payments received during the 12 months leading up to 5 April 2022 are also reviewed and compared by gender.

The below table indicates the results from this year's analysis:

Gender pay gap (as at 5 April 2022)

	Mean	Median
Gender Pay Gap	-5.1%	-8%
Gender Bonus Gap	28.3%	-8.3

*A Negative (-) figure indicates when a male is paid less than a female

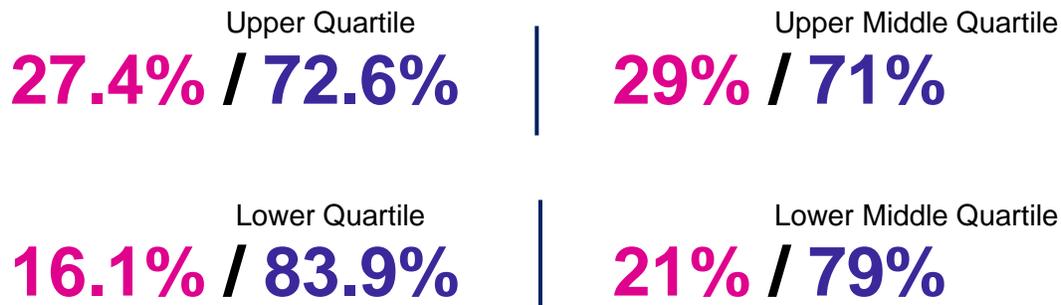
Both the mean and median gender pay gaps favours females. The gender pay gap results are below the 2021 overall UK median of 9.7%. as well as within the transportation sector 6.4%. Our median gender bonus gap (-8.3%) favoured females, while the mean measure (28.3%) favoured males. This is because more males received bonuses in the relevant period.

Percentage of Employees Receiving a Bonus Payment



There are, however, proportionally more females to males in the higher pay ranges:

Percentage of Female/Male in each Hourly Pay Quartile



We're committed to proactively addressing our gender pay and bonus gap. We will protect the progress we have made by keeping diversity, equity, and inclusion at the heart of World Courier as it evolves. To support this, we're constantly reviewing our recruitment processes and providing career development opportunities for our colleagues. We regularly benchmark against the external market, meaning our salaries and benefits are competitive compared those doing similar roles in other organisations.

For questions, please contact corporateresponsibility@amerisourcebergen.com

I confirm that the data reported is accurate and meets the requirements under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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