

# National Veterinary Services Limited (NVSL)

## 2021 Gender Pay Gap Report



National Veterinary Services Limited are a part of the Patterson group. In this report you will find our gender pay analysis across NVSL for the 12 month period including 5 April 2021.

A gender pay gap is a measure of the difference between the average earnings of men and women (irrespective of roles or seniority). Equal pay is our legal obligation as an employer to give men and women equal pay for equal work. At NVSL, everyone is paid for the role they have in the team and their performance in that role. No other factors affect employee remuneration. NVSL is an Equal Pay employer – 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 (previously slightly higher) 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.

### All Relevant Employees by Gender, at the 5 April 2021



Full pay staff (all male and female relevant employees who were not absent in the pay period including 5 April 2021) in 2021 grew by 20% year on year. April 2021 data saw significantly lower absence compared with April 2020 when high numbers were self-isolating due to the high compliance requirements of the early stages of the COVID pandemic; lower numbers were furloughed in April 2021 compared with April 2020 when staff were placed on furlough due to lower workloads.

### Employee Gender Pay Gap

Our mean gender pay gap for 2021 has seen a move from female weighted (-2% in 2020) to 1.33% in favour of males. Our median gender pay gap has grown to -3.2% (female weighted).

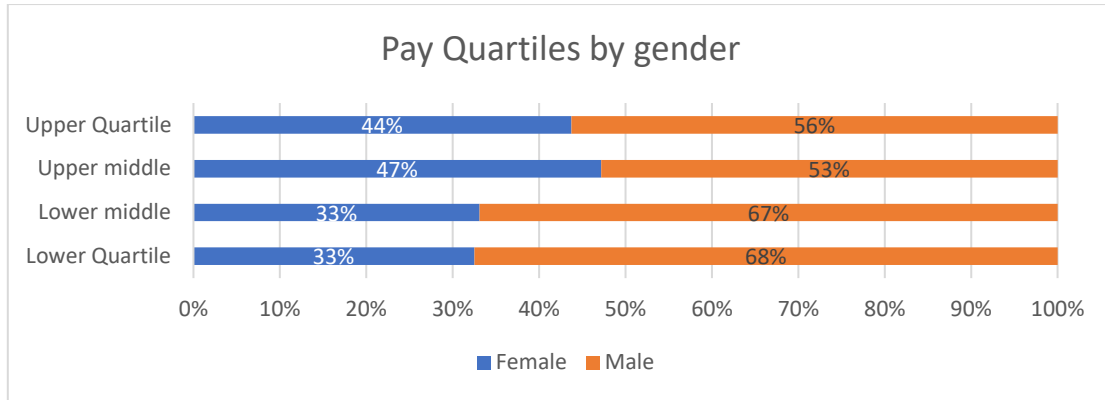
	2020	2021
<b>Mean gender pay gap</b> – the difference in the average hourly rate of male and female employees	-2%	1.33%
<b>Median gender pay gap</b> – the mid-point when all the hourly rates are listed, lowest to highest, by gender	-1.2%	-3.20%

For every £1 a male employee earns, a female employee earns £0.99 (mean), or for every £1 a male employee earns female employee earns £1.03 (median).

### Pay Quartiles by Gender

The proportion of male and female employees are split into quartiles based on their ordinary pay. The chart below identifies that the upper middle quartile is the most equal split between male and female employees.

The lower quartile is dominated by male employees, with only 33% of this group being female which is in common with others in our industry, because we have a greater proportion of male employees in roles that attract lower salaries.

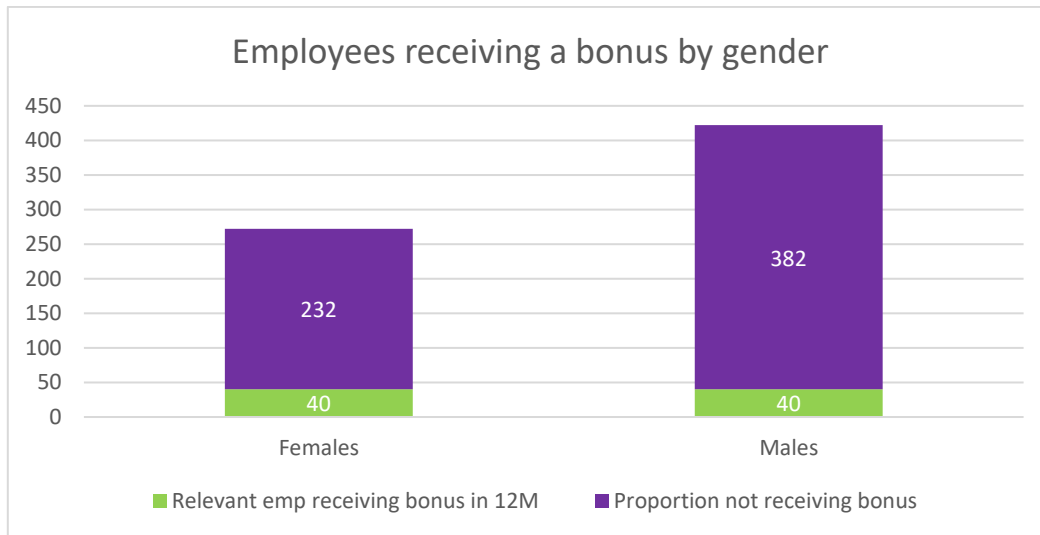


### Employee Gender Bonus Pay Gap

	2020	2021*
<b>Mean gender pay gap for bonuses</b> – the difference in the bonus payments received by male and female employees	52.36%	49.65%
<b>Median gender pay gap</b> – the mid-point when all the bonuses are listed, lowest to highest, by gender	35.04%	41.68%

\*Employees receiving a bonus in the 12 month period including 5<sup>th</sup> April 2021.

Proportion of male and female employees to receive a bonus	Male	Female
	9.48 %	14.71%



9.48% of male employees (40) received a bonus in 2021, an increase from 7.9% in 2020; 14.71% of female employees (40) received a bonus, a marginal increase from 14.5% in 2020.

#### DECLARATION

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

Martin Riley  
**Managing Director**