



Mediq UK

Gender Pay Gap Report 2024



MEDIQ

at the heart of healthcare

Mediq UK

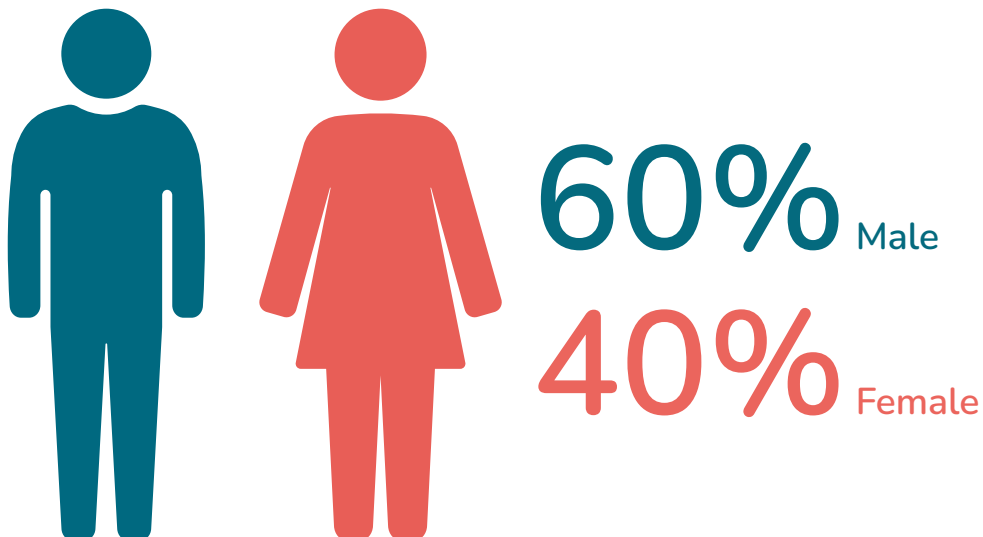
Mediq entered the UK market in 2020 with the acquisition of a family-owned company called H&R Healthcare, a large UK distributor of high-quality medical devices. Since then, the company has been looking to build on that foothold and accelerate its expansion plans to enable serving patients' needs. As a result of this agenda, in December 2022 Mediq acquired Bunzl Retail & Healthcare Supplies Limited including its flagship brand - 365Healthcare. Bunzl Healthcare is a supplier of healthcare consumables, healthcare equipment, cleaning, and hygiene products, as well as healthcare devices to hospitals, care homes, and other facilities serving the healthcare sector in the UK.

The acquisition of Bunzl Healthcare is a testament to Mediq's commitment to expansion and growth in the very important UK market, contributing to the development of the UK's health economy and strengthening its relationships with the National Health Service (NHS). Combined operations will enable Mediq to broaden its footprint across the UK and serve a larger number of customers and patients across a wider range of channels with a more comprehensive product portfolio.

Following the acquisition, the UK business employs around 380 people, with approx. 150 based in Leicester, 150 in Enfield, 15 in Hull and the rest spread across different locations in the country. Mediq has a UK turnover of around £190 million and is a growing, profitable business.

This is the first year of Gender Pay Gap reporting for Mediq Healthcare UK Limited, with the snapshot date of 5th April 2023.

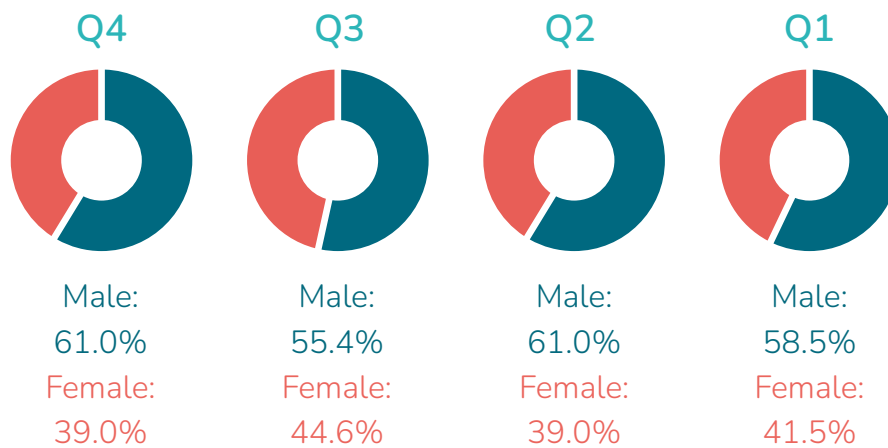
Headcount per Gender 2024



Senior Leadership

Our senior leadership team is 45% female with roles in Procurement, QARA, IT and HR. It is acknowledged that Commercial roles within the business are dominated by men, and therefore the impact that this has on the bonus pay gap. We are however committed to continuing to grow our internal talent, and through our 'hire to promote' approach and our commitment to the 5% club, we look to create opportunities for internal development and promotion which supports our already well-balanced gender diverse employee base.

Pay per Quartile



Pay Gap



Mean:
6.77%



Median:
0.24%

Bonus Pay Gap



Mean:
74.07%



Median:
-20.0%



90.85%

of Women received a bonus

Declaration

I confirm that the Mediq Healthcare UK Limited Gender Pay Gap calculations featured in this report are accurate.

A handwritten signature in blue ink, appearing to read 'Richard Cornwell', is written over a faint, light blue grid background.

Richard Cornwell

Managing Director



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