Covetrus UK

Gender Pay Gap Report 2025

Gender Pay Gap Reporting Explained...

Gender pay gap legislation requires employers in the UK with over 250 employees to calculate and publish their gender pay gap data on an annual basis. Our snapshot date is the 5th of April each year.

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average male earnings. The gender pay gap can be driven by several factors not least of which is the lack of women in senior positions.

Gender pay gap is separate to the issue of equal pay where there is a legal requirement for men and women to earn the same rate for equal work as governed by the Equality Act 2010. Gender pay gap measures the difference between the average earnings of men and women regardless of the role and seniority.

Organisations must follow the calculation methodology set out by the Government Equalities Office to report their mean and median gender pay gap, bonus gap and distribution.



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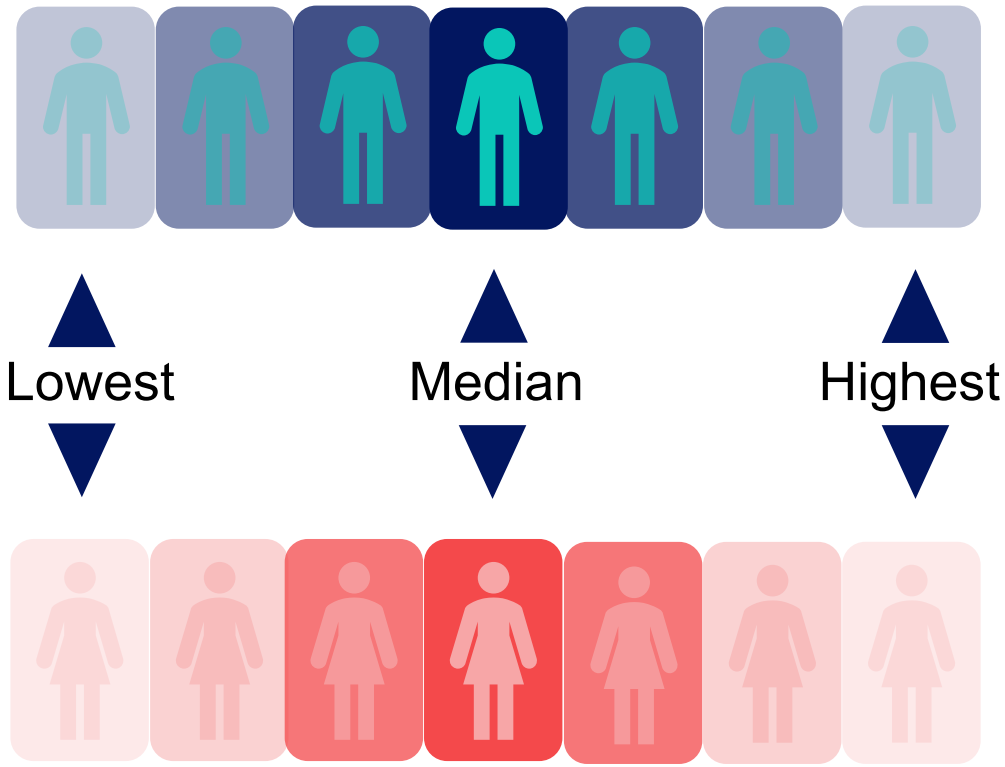
The difference between median and mean…

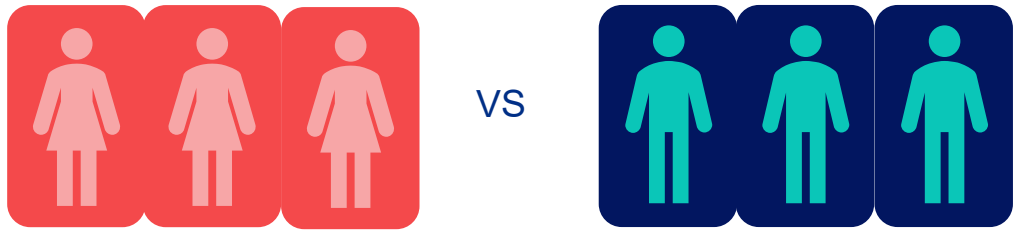
Median Calculation

When all wages are lined up from smallest to largest the median figure is the middle. To calculate the median gap we look at the difference between the male median employee & female median employee.



Mean Calculation

The mean pay gap is determined by adding the hourly rate of pay for all women and the hourly rate of pay for all men and dividing the figure by the number of employees.



Sum of all hourly rates for women ÷ total number of women.

Sum of all hourly rates for men ÷ total number of men.

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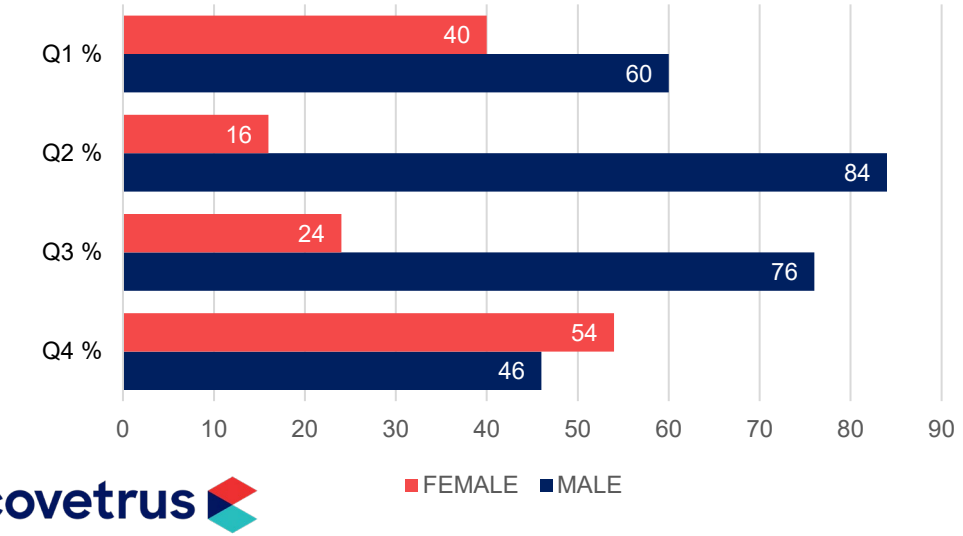
2025 results...

	Median	Mean
Gender Pay Gap	-9%	-32%
Gender Bonus Gap	-167%	-77%

Quartile	Female	Male
Upper	54%	46%
Upper Middle	24%	76%
Lower Middle	16%	84%
Lower	40%	60%



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Under the regulations we are required to report our gender pay gap data for each legal entity that has more than 250 employees and therefore we have reported data for AH UK Animal Health (PVT) Ltd only. All other Covetrus entities are out with the scope of disclosure.

I can confirm that the gender pay gap data contained in this report is accurate.

Laura Hamilton – Director, Payroll, Europe

Year on year comparison....

Gender Pay Gap	April 25	April 24
Mean	-32%	-30%
Median	-9%	-9%
Bonus Pay Gap		
Mean	-77%	-69%
Median	-167%	-262%
% Employee Receiving Bonus		
Male	90%	89%
Female	90%	88%

	2025		2024	
Quartile	**Male**	**Female**	**Male**	**Female**
Upper	46%	54%	47%	53%
Upper Middle	76%	24%	71%	29%
Lower Middle	84%	16%	87%	13%
Lower	60%	40%	61%	39%

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Understanding the gap…

- Analysis of our 2025 gender pay gap figures reveals that 66.5% (220) of the employee population are male with the other 33.5% (111) being female.
- We have a gender pay gap of -32% and a bonus gap of -77%.
- Our median pay gap is -9%. For every £1 the median man earns the median women earns £1.09. This is steady from 2023, however this is predominately driven by the lower quartiles.
- Of our 111 female employees 57 fall into the upper middle and upper quartiles. Our median bonus gap is –167% with a mean bonus gap of -77%. Whilst we have closed the gap as we have more women in leadership positions in 2025 of 331 employees receiving bonus only 100 were female.
- Across the lower and lower middle quartiles the median gender pay gap is 9%.
- When comparing men and women in the upper income quartile for every £1 the men earns, the woman earns £1.09 this is a increase from 2024.
- There is a a slight increase in female employees from 32% in 2024 to 34% in 2025.



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Our commitment to change…

Whilst we have achieved a gender pay gap balance within the lower levels of our organisation we are committed to reducing the gap at senior level.

Recruitment
We continue to work on attracting female talent to Covetrus. The addition of more remote roles has reduced the need for location specific employees allowing us to create a wider talent pool and attract talent we otherwise would not have been able to reach.

Wellbeing & Flexibility
We offer flexible working arrangements which allows our female employees to continue their career when returning to work after maternity leave or to provide flexibility around child care needs.

Development
We run female Employee Resource Groups (ERG) allowing our female employees the opportunity to network, learn and understand how other leaders have progressed within Covetrus. We invest in talent planning, ensuring that our female leaders are given the best opportunity to succeed by providing them with training opportunities, mentorship and sponsorship programs.

Culture
We are an equal opportunity employer committed to promoting and supporting a diverse community and inclusive culture for all employees. Our Global Diversity & Inclusion policy outlines our Company commitments to drive real and lasting change – supporting an anti-racist, diverse, inclusive and equitable culture at Covetrus. Each year we rollout a calendar of events to include meaningful initiatives such as pride and disability awareness. We continue to plan additional initiatives during 2025.



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