Gender Pay Report 2023

Rosemont Pharmaceuticals is committed to being an inclusive and diverse employer where our employees can thrive and grow. Rosemont is committed to driving equity and fairness across our Company.

Through continued growth, Rosemont's employee headcount exceeded 250 in the year ending April 2023. Therefore, we are pleased to share our first publication of our gender pay report which includes details of the work we are doing towards improving inclusion and equity in our organisation.

Equality and fairness underpins our commitment in creating a great place to work for all our employees. This includes gender equality across our organisation, where we continually seek to improve our gender split across all areas of the business.

In 2023 our mean hourly rate was 8.12% higher for our male employees, however our median hourly rate was 2.64% favourable to our female employees. We are pleased to share 95% of both male and female employees received bonus payments.

Looking forward, we remain committed to ensuring our workforce reflects the communities we serve and reducing the gender pay gaps in our organisation and work is ongoing to ensure Rosemont is inclusive and diverse, as well as a place where employees are rewarded equally. This is one of Rosemont's core values that are intrinsic to reaching our Company ambitions and growth in the future.

Howard Taylor
Chief Executive Officer

Our Gender Pay Report

Equal Pay & Gender Pay Gap

Equal pay legislation requires individuals to receive the same pay for doing the same job, or a job of equal value, regardless of their gender. The gender pay gap is difference in the average pay for men and women across the Company. Employers with 250 or more relevant employees are required to publish their gender pay gap information annually.

Mean and Median Pay calculations

We can report our mean and median pay and bonus gaps and our men to women ratios in each of our pay quartile.

The mean is the average hourly pay across each gender. The mean gap is the difference between the two numbers, expressed as a percentage. The median is calculated by listing the rate of pay in order for each gender, and taking the value in the middle of each line. The median gap is the difference between these two numbers, expressed as a percentage.
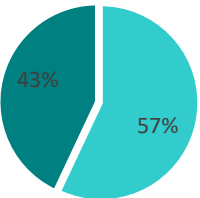

- Male
- Female

45% 55%
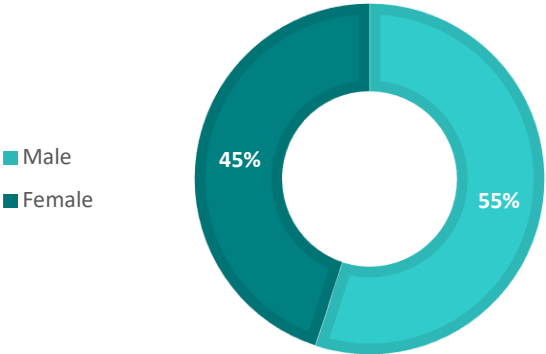
95% of females received a bonus
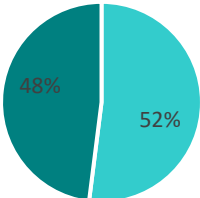
95% of males received a bonus

Gender Pay Gap	Bonus Pay Gap
8.12% Mean	20.5% Mean
-2.64% Median	14% Median

Upper Quartile
43% 57%

Upper Middle Quartile
48% 52%

Lower Middle Quartile
39% 61%

Lower Quartile
48% 52%
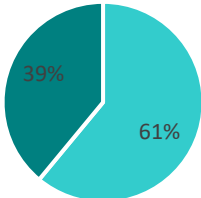
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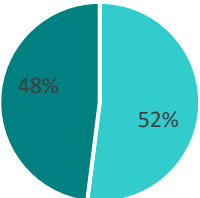
- Male
- Female

- Male
- Female

Progress Update

At Rosemont, inclusion and diversity is paramount to our culture and the engagement of our employees. We provide below a summary of action we have taken to date to create an inclusive and diverse environment, where our people can be at their best.

✓ Our people are important to us, and they make a real difference to the patients we serve in the work they do every day. We look to recruit enthusiastic and ambitious colleagues who reflect our customer patient community, to help us deliver a high-quality product to our customers and patients.

✓ As part of our reward strategy, regular and extensive benchmarking data is considered in our salary and bonus planning. We are committed to ensuring salaries remain aligned and equitable for the role and that employees are paid fairly, regardless of gender.

✓ As a member of the Living Wage Foundation, we are committed to ensuring anyone working for Rosemont receive a real living wage, supporting them in meeting the costs of living.

✓ Rosemont has teamed up with Investors in Diversity and are working collaboratively through a positive action plan to continually improve in all areas of the FREDIE principles (fairness, respect, equity, diversity, inclusion and engagement). We recently achieved the Silver 'Investors in Diversity' accreditation in recognition of our actions and commitment.

✓ Our 'Rosemont & You' calendar celebrates success and moments that matter to our employees. We listen to our employees and aim to understand what is important to them. In the past year we have celebrated numerous religious or significant events that reflect our employee demographic.

✓ Many employees benefit from our flexible working arrangements and core working hours, allowing them to flex their working day around their personal commitments and ultimately manage their own work life balance.

✓ We encourage all employees to challenge their own unconscious bias and contribute to an inclusive environment therefore all our employees complete annual unconscious bias and positive, dignity at work and mental wellbeing training on an annual basis.

✓ We are also committed in building a skilled work-force for the future and have introduced a number of new apprenticeship opportunities and are engaging with local providers. We also encourage students to enter these programmes as well as offering similar opportunities for our existing employees to build their career.

Areas of Focus 2024

We recognise there are areas we can continually improve; here are some of the actions we are taking to improve gender equality in our business.

Talent Pipeline

Build our long-term pipeline of talent with a particular focus on outreach activities, to ensure our career opportunities are attractive and open to all.

Recruitment & Promotion

Focus on recruitment and promotion, removing any bias and ensuring gender balanced short lists where possible. We will use success stories of existing employees to inspire others.

Enhanced Maternity & Adoption leave provision

Supporting our employees with improved additional company paid maternity and adoption leave provision.

Health & Wellbeing

Focus on women's health, providing support for all life stages including pregnancy and the menopause. This is part of our overall health and wellbeing programme for everyone.

Continue to raise awareness

Encouraging all employees to challenge their own unconscious bias and contribute to building and sustaining an inclusive environment.

Keep actively listening to what matters

Continue to listen to our employees, exploring barriers to equal gender representation and seeking to remove these where possible. We will use data and insight to guide us.

Rosemont®