

# Gender Pay Gap Report 2024

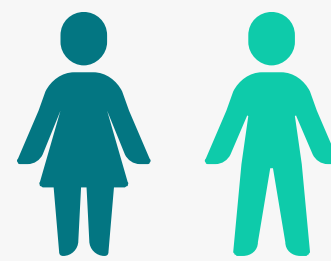
At Oviva, where our mission is to construct a healthier future for all by offering the most accessible and effective care to individuals grappling with weight-related conditions, our commitment to inclusivity and fairness extends beyond healthcare to our workplace.

Aligned with our values of placing patients first, commencing with evidence, measuring, and continuously improving, and building, developing, and retaining winning teams, we embark on a journey of transparency and accountability.

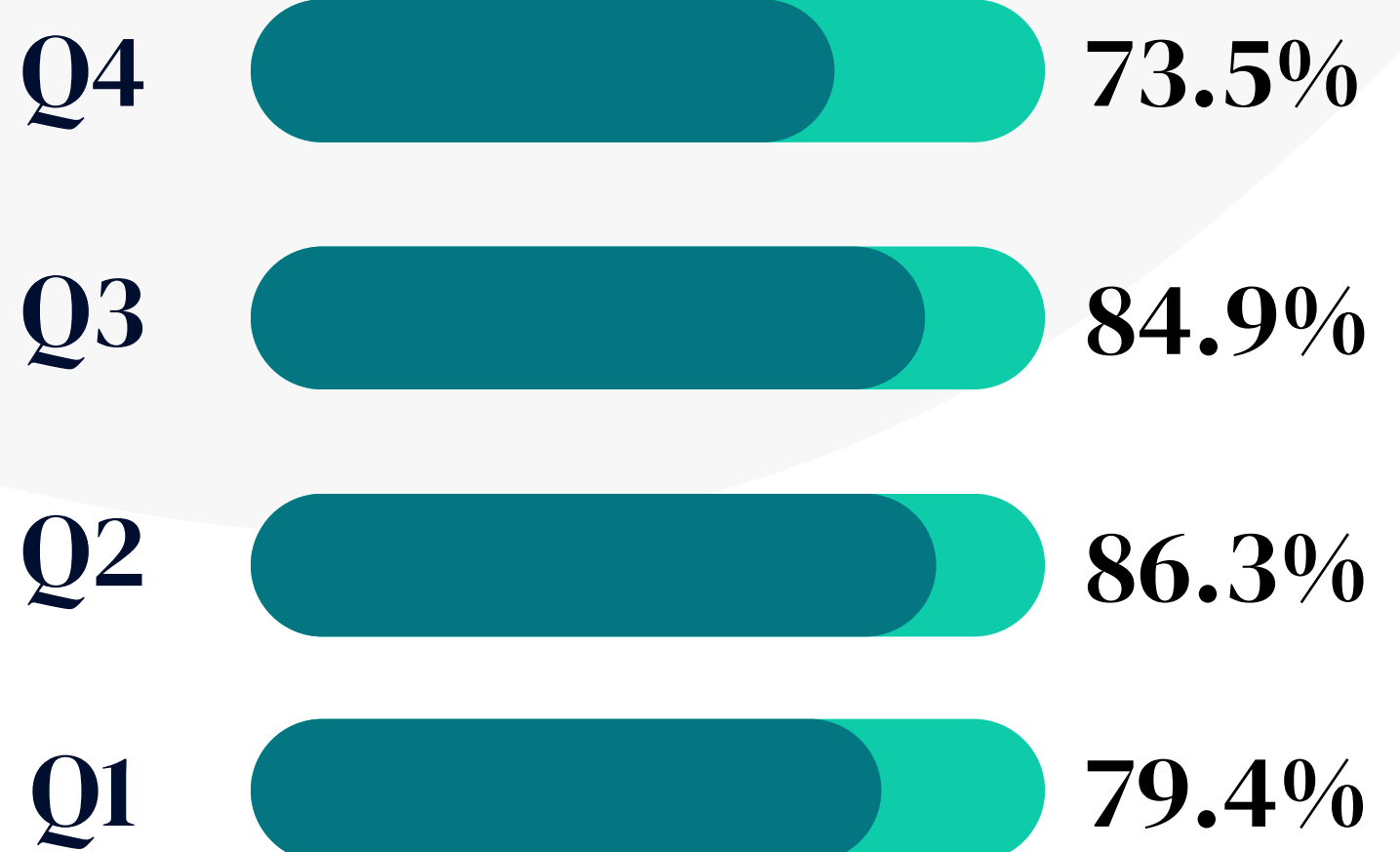
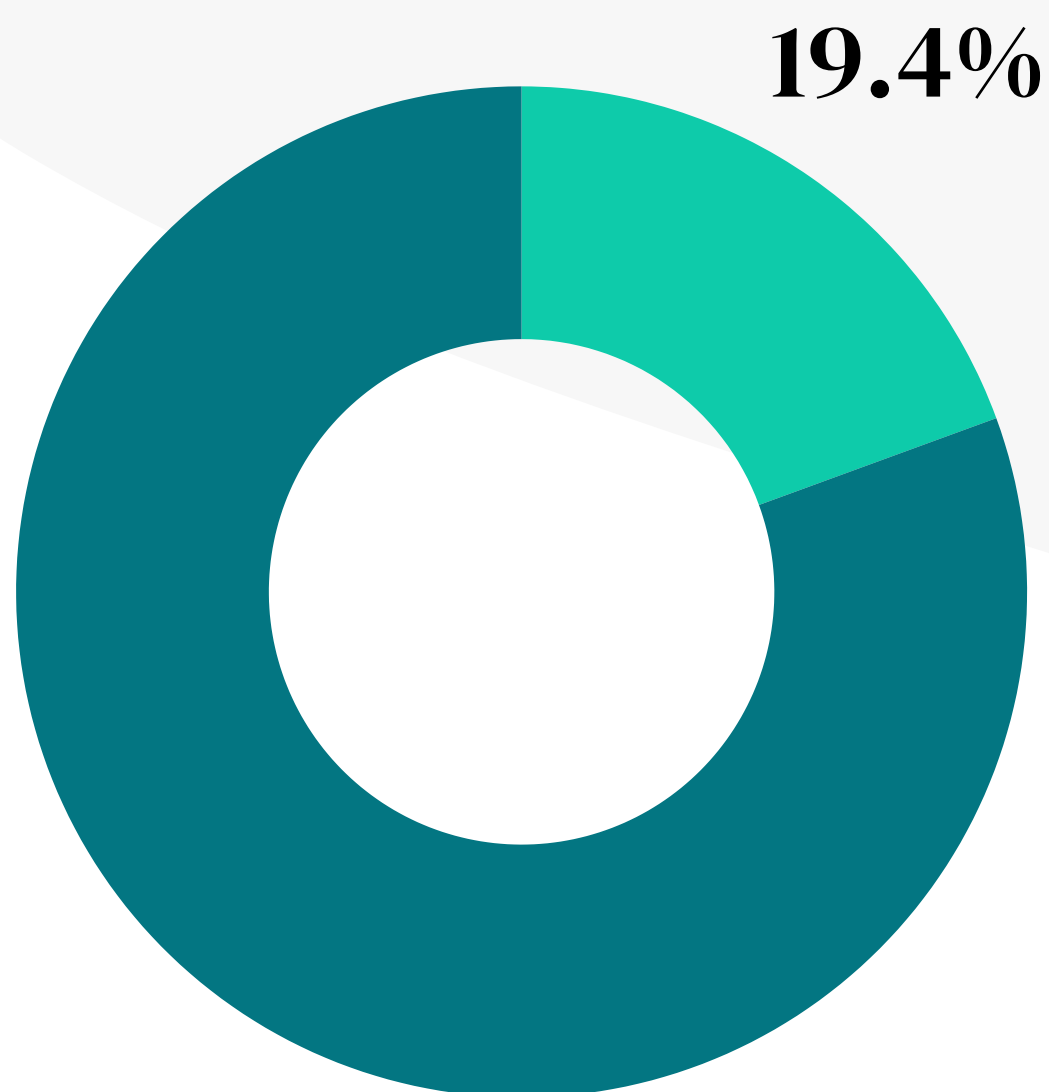
In adherence to our core belief that health and well-being should know no gender boundaries, we proudly present our Gender Pay Gap Report for the year 2024. This report not only reflects our dedication to equitable practices but also underscores our pledge to foster an environment where every member of the Oviva family, regardless of gender, can contribute to our collective success.

As we analyse and address the findings, we remain steadfast in our pursuit of a workplace that mirrors the healthful future we aspire to create for all.

## Oviva in Context



### Headcount

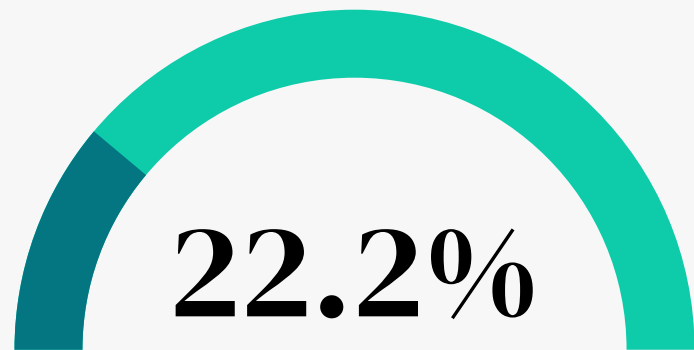


80.6%

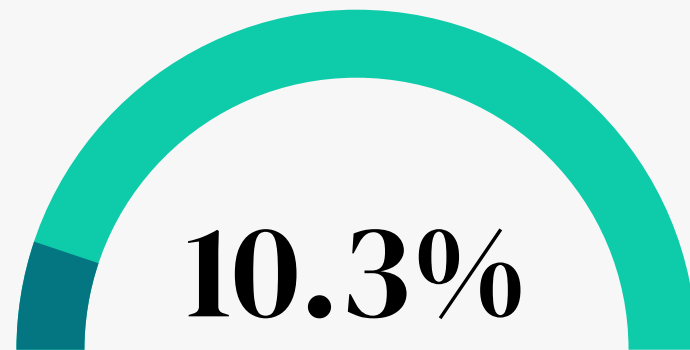
All Oviva statistics are taken at the snapshot date of 5th April 2024.

# Hourly pay

**Mean**

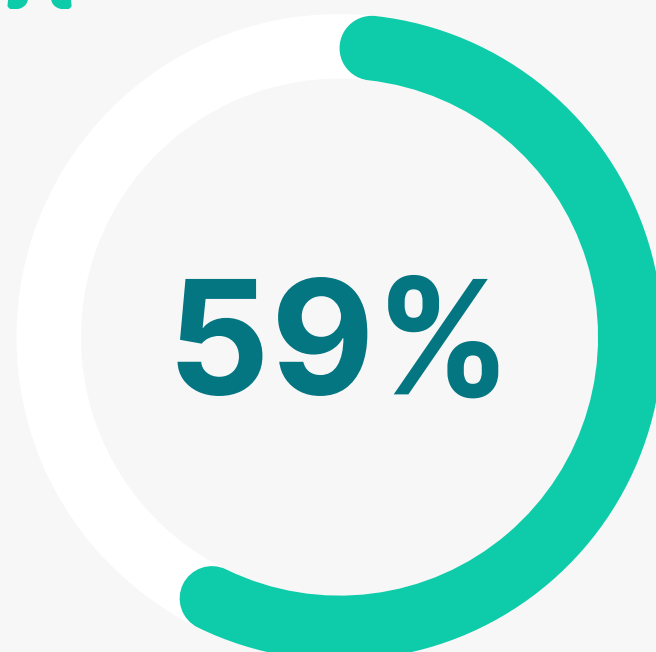
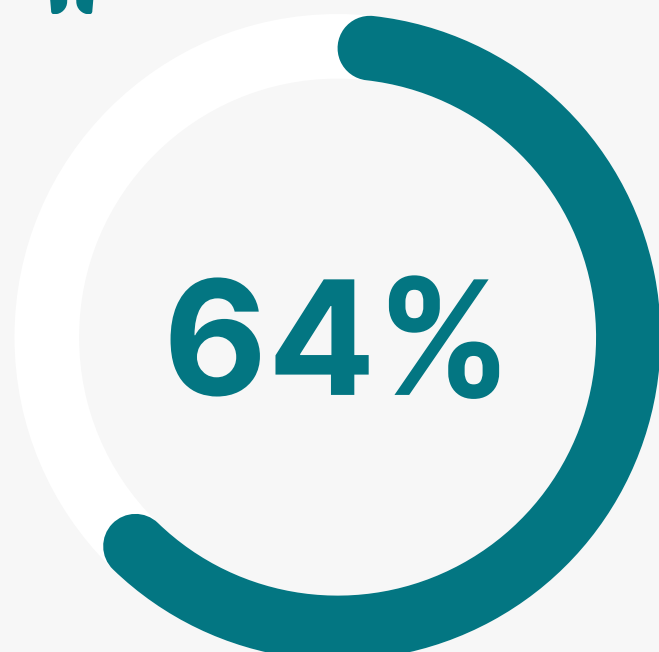


**Median**



# Bonus Pay

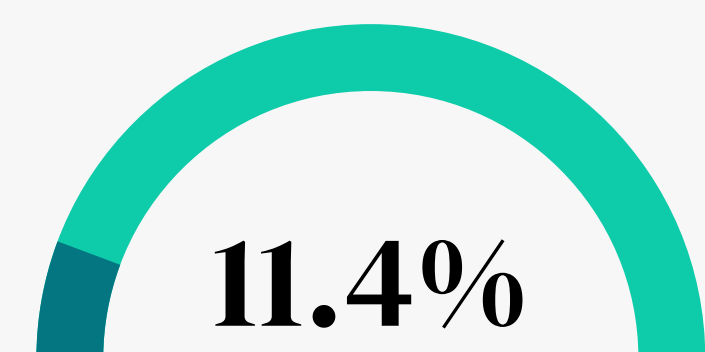
Percentage of men and women who received a bonus



**Mean**



**Median**



The analysis of our hourly pay data indicates that there is still a notable gap between the earnings of men and women. The mean gender pay gap for hourly pay stands at 22.2%, while the median gap is lower at 10.3%. These figures highlight the ongoing disparity in hourly earnings between male and female employees, underscoring the need for continued efforts to bridge this gap.

When it comes to bonus pay, the disparities are also evident, though narrower than those in hourly wages. The mean gender pay gap for bonuses is 5.5%, and the median gap is 11.4%. Moreover, the proportion of employees receiving bonuses shows a slight imbalance, with 59.0% of men and 64.0% of women receiving bonus payments. This indicates a nearly equal distribution but points to a slight edge in favor of female employees.

# Our Approach to Tackling the Gender Pay Gap

We are dedicated to fostering equitable pay structures and ensuring fairness across all roles within the organisation.

We're not just sitting around – we're on a mission to flip the script on this pay gap saga. To address the gender pay gap, we have implemented comprehensive salary frameworks designed to promote fairness and equity among employees performing similar roles. We are pleased to note that upon closer examination of individual roles, especially on the clinical side, our data demonstrates a mean gender pay gap of -4.06%.

## Commitment to Further Progress in 2025

In 2025, Oviva reaffirms its commitment to fostering an inclusive workplace where every individual is compensated fairly and equitably.

- Enhance education on implementing salary frameworks during recruitment, promotions, and compensation reviews.
- Analyse external benchmarking data to establish accurate salary bands tailored to each role within our organisation.
- Employ compensation ratios effectively in compensation review processes.
- Promote greater transparency in compensation practices both internally and externally.

**Consider this report our way of saying, "Hey, we're not hiding anything – we're all about being upfront and taking responsibility." Let's keep the conversation going, the pay fair, and the vibe inclusive! 🎉🌟**



**Martin Fidock**  
UK Managing Director



**Ruth Austen**  
Head of People, UK