

Gender Pay Gap Report 2023



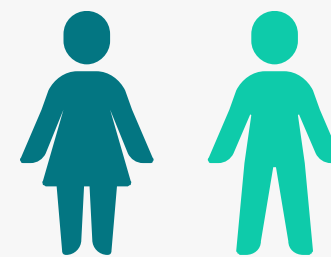
At Oviva, where our mission is to construct a healthier future for all by offering the most accessible and effective care to individuals grappling with weight-related conditions, our commitment to inclusivity and fairness extends beyond healthcare to our workplace.

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.

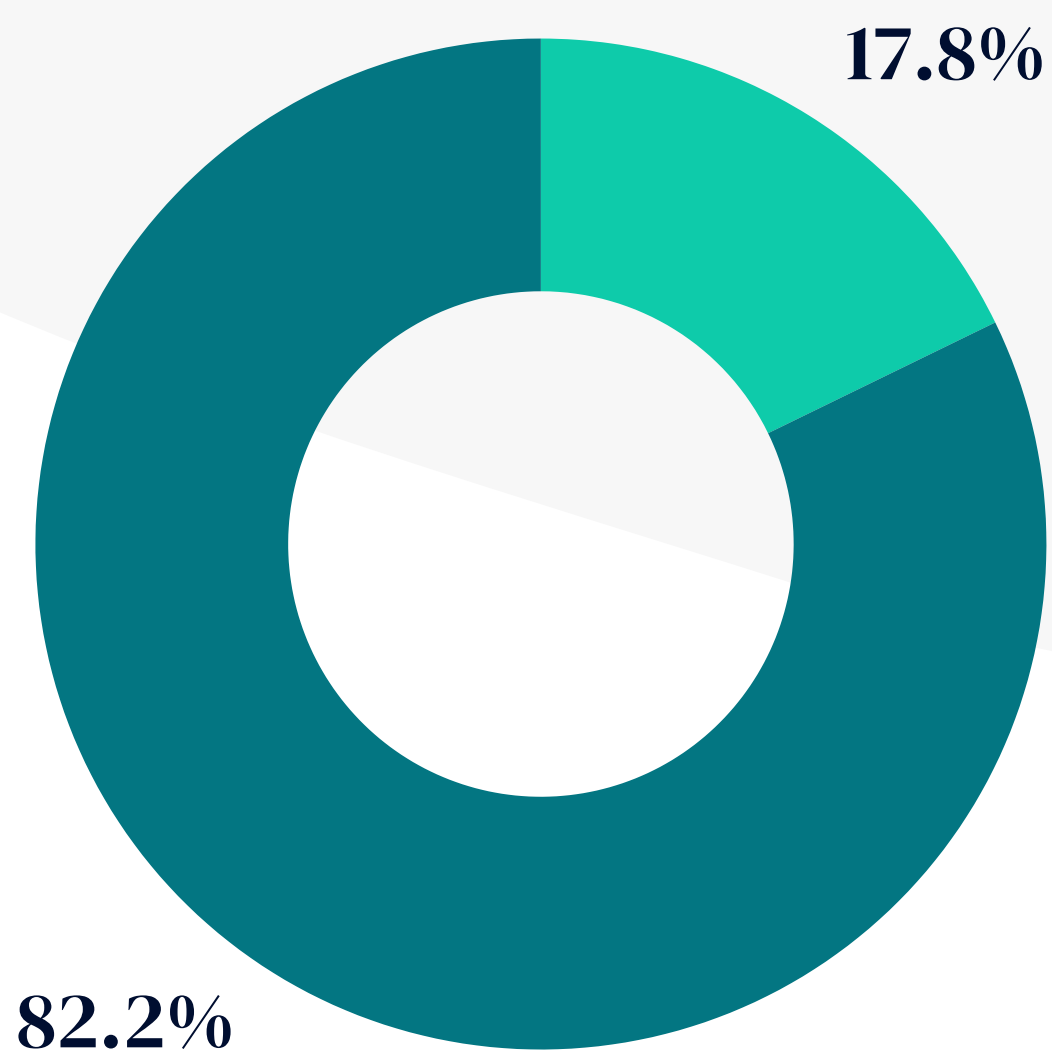
In adherence to our core belief that health and well-being should know no gender boundaries, we proudly present our Gender Pay Gap Report for the year 2023. This report not only reflects our dedication to equitable practices but also underscores our pledge to foster an environment where every member 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



Management



Professional

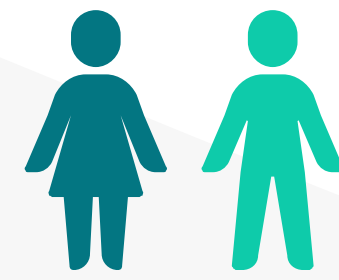


Support

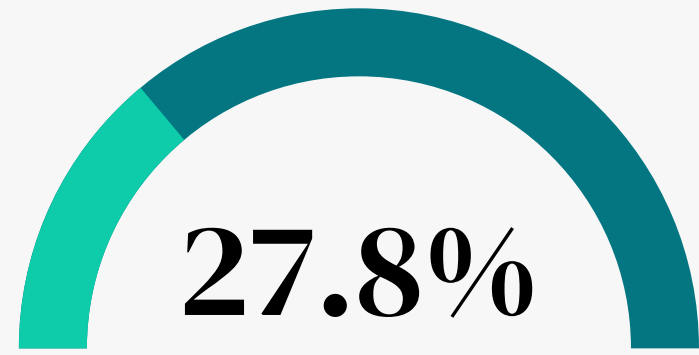


All Oviva statistics are taken at the snapshot date of 5th April 2023.

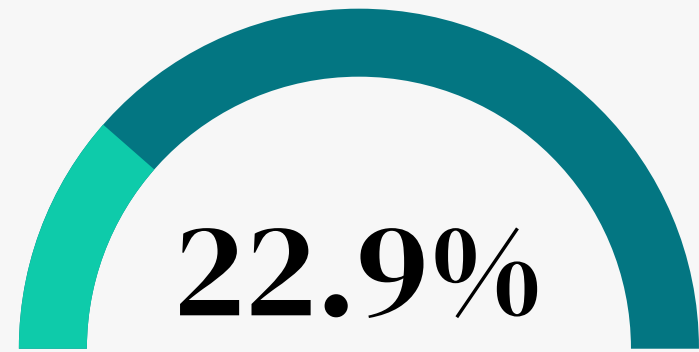
Hourly pay



Mean



Median



Q4



Q3



Q2

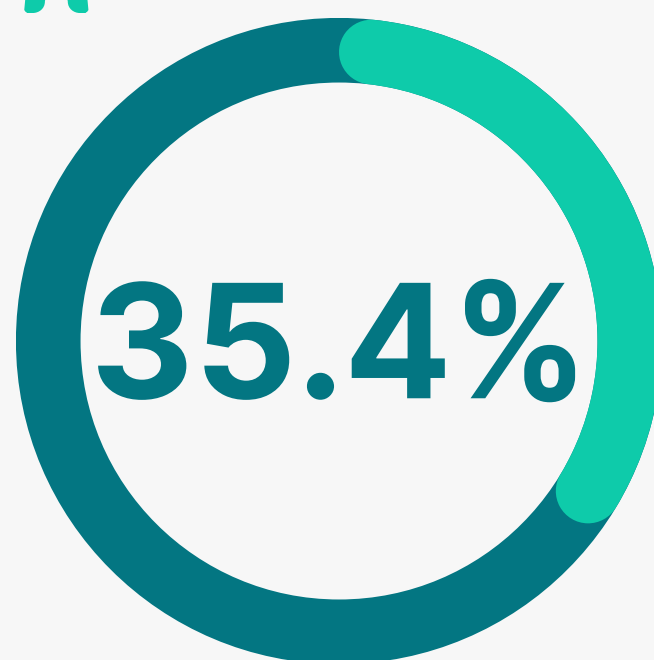
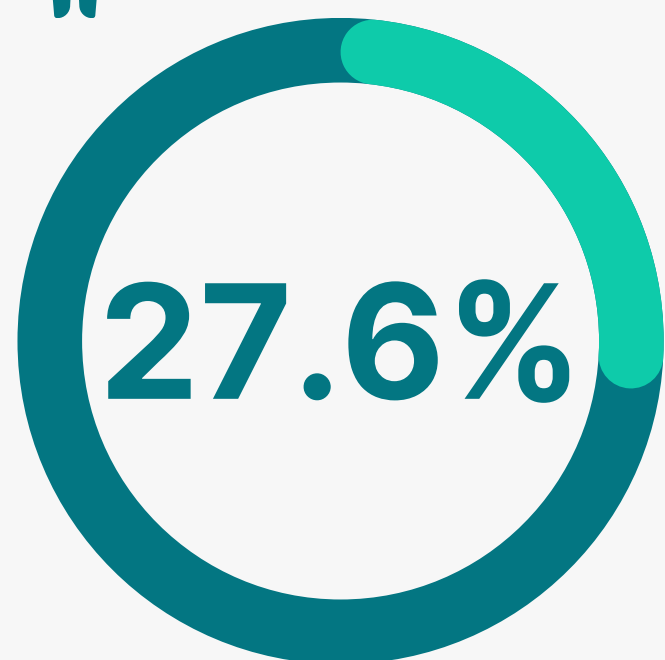


Q1

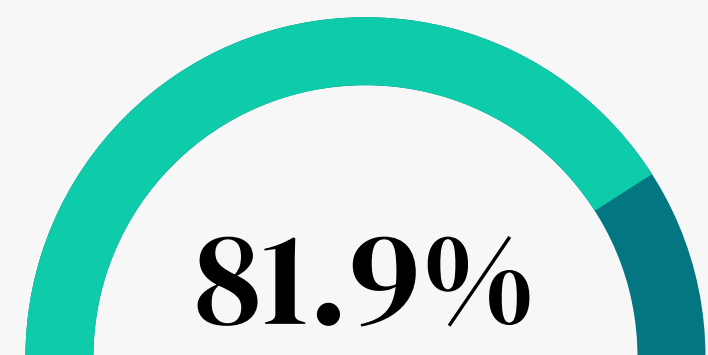


Bonus Pay

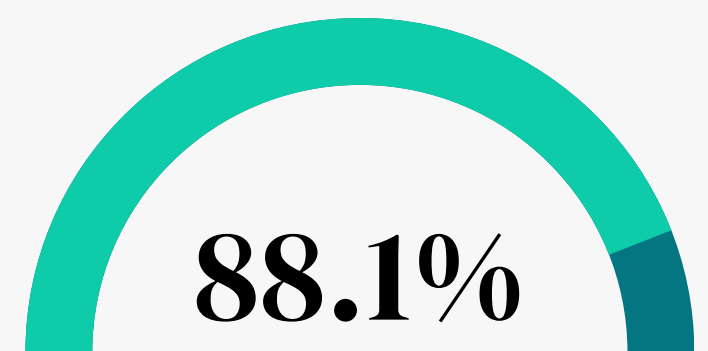
Percentage of men and women who received a bonus



Mean



Median



The data illustrates a notable gender pay gap, both in hourly pay and bonus pay, indicating discrepancies in the representation of men and women across pay quarters and the distribution of bonus remunerations.

While the mean and median gender pay gaps for hourly pay indicate disparities of 27.76% and 22.86%, respectively, the figures for bonus pay demonstrate even wider gaps, with a mean of 81.94% and a median of 88.08%.

But here's the silver lining – we're not twiddling our thumbs over here. At Oviva, we're on a mission to shake things up and ensure pay equity.

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 3.2% and a median of 4.2%.



Commitment to Further Progress in 2024

In 2024, Oviva reaffirms its commitment to fostering an inclusive workplace where every individual is compensated fairly and equitably.

- Continue education around the use of salary frameworks in recruitment, promotion and compensation reviews
- Utilising comp ratios during compensation reviews
- Increased Transparency

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