

# Gender Pay Report

## April 2025



Systagenix Wound Management Manufacturing Ltd, trading as Scapa Healthcare Ltd



# Gender Pay Report

We are committed to creating a diverse and inclusive workforce at our manufacturing facility in Gargrave, North Yorkshire, UK. We ensure that all our people are given fair and equal opportunities to reach their full capability.

Due to this, we embrace the opportunity to report on the Gender Pay Gap so we can continue to review our progress, and identify ways of improving.

The data collated for this report, demonstrates areas of improvement and also opportunities for development. We believe this due to the vast amount of change that has impacted our business again over the past twelve months.

Whilst our workforce is appropriately split, males within our organisation receive a higher rate of pay and this due to more males in senior positions than females.

We value professional development at all levels and recognise that this is crucial to our continued success.

# Background to the Gender Pay Gap Data

Under legislation, all organisations with 250 or more employees must report on their gender pay gap annually. This must include the following calculations:

- Mean gender pay gap
- Median gender pay gap
- Mean bonus gender pay gap
- Median gender pay gap
- Proportion of males and females receiving a bonus payment
- Proportion of males and females in each pay quartile

The calculations contained in this report are based on data from Systagenix Wound Management Manufacturing Limited as at April 2024.



# Gender Pay Gap Data

In April 2024, the company had 52% of males compared with 48% of females.

Calculation 1: Percentage of men and women in each hourly pay quarter

Quartile	Female	Men
Lower Hourly Pay Quarter	73%	27%
Lower Middle Hourly Pay Quarter	61%	39%
Upper Middle Hourly Pay Quarter	37%	63%
Upper Hourly Pay Quarter	22%	78%

Calculation 2: Mean (average) gender pay gap for hourly pay: 27.13%

Calculation 3: Median gender pay gap for hourly pay as a percentage of men's pay: 26.32%

Calculation 4: Percentage of men and women receiving bonus pay: Men 26.36% Females 25.36%

Calculation 5: Mean (average) gender pay gap for bonus pay: 37.34%

Calculation 6: Median gender pay gap for bonus pay: 42.26%

In reality, the gender pay gap shown are not influenced by gender alone, there are many other factors to be considered such as:

- There is a significant bonus amount for the most senior person in the organisation who is male, which affects the bonus gender pay gap.
- Of our upper quartiles have proportionately more males and has improved with the hire of females into more senior roles, which represents an increasing trend towards greater equality and pay.
- Historically the company has employed women on the shop floor who are in the Lower Quartile because women predominately perform significantly better than man at fine motor skills and due to the historical terms and conditions of employment, employees tend to work their full career with us. However, our recruitment practices have changed and we have hired more men into the shop floor roles in recent times. The flexibility of the shop floor is a benefit to women who may also have the majority of childcare, which has been a factor of applications for positions in these roles.

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EMMA YATES, HR MANAGER.