

# Gender Pay Gap Report

April 2024

*Boots* Hearingcare

**sonova**  
HEAR THE WORLD



# At Boots Hearingcare Ltd, we are committed to creating a workplace where everyone feels valued and has the opportunity to thrive.

Our latest gender pay gap analysis offers insights into our journey towards greater equity.

In this reporting period, female colleagues represented 63.1%, increasing from 61% last year.

We are making progress in achieving a balanced gender split in the upper quartile, with 49.4% of positions held by female colleagues. Whilst this indicates movement toward balance at a senior level, disparities persist within other quartiles, indicating the need for further review.

Our median hourly pay gap has decreased from 18.1% to 17.2%, while the mean hourly pay gap has risen slightly to 15.5% from 13.7% last year.

The bonus pay gap remains an area of focus, with a mean difference of 31.4% and a median difference of 42.3%.

The proportion of employees receiving bonuses is slightly higher in male colleagues (87.7%) compared to 85.8% of female colleagues.

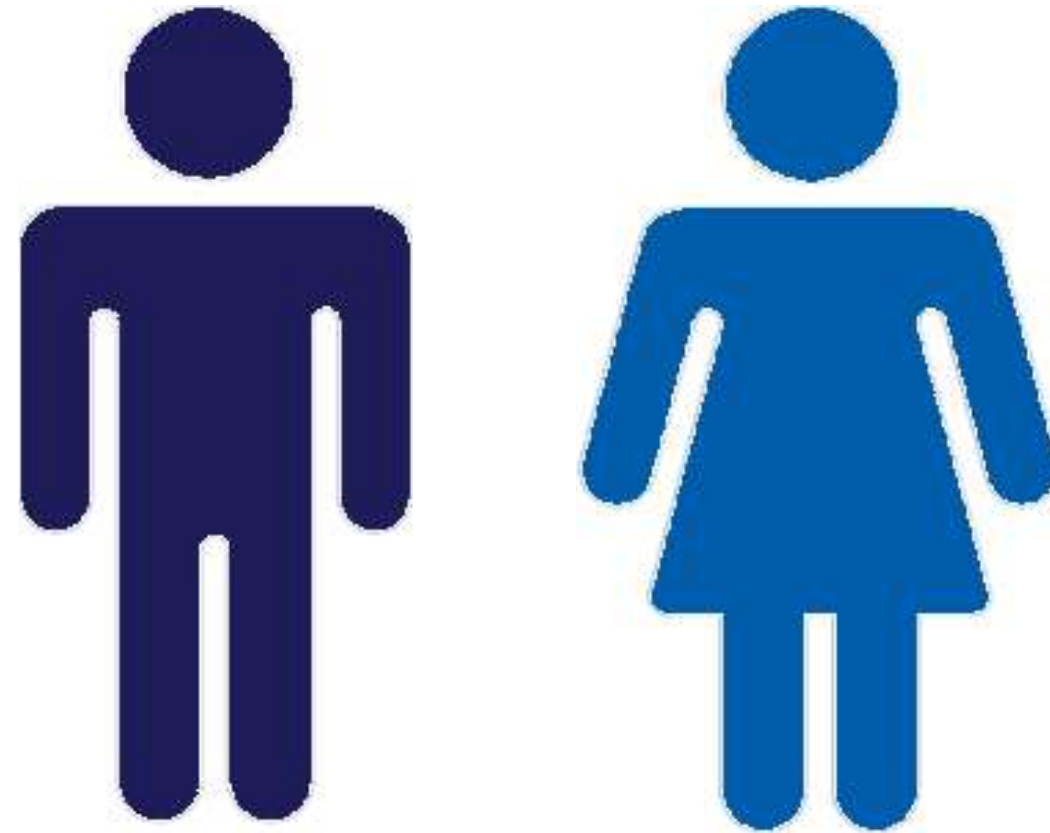
Our efforts in driving long-term improvements will continue as we enhance our recruitment strategies and expand leadership development opportunities for internal career progression.

Ongoing reviews of our pay and bonus structures will support in reduce gender imbalances at all levels.

# Our Results For 2024

This data relates to all employed Boots Hearingcare colleagues at the snap shot date.

## Gender Split of Population

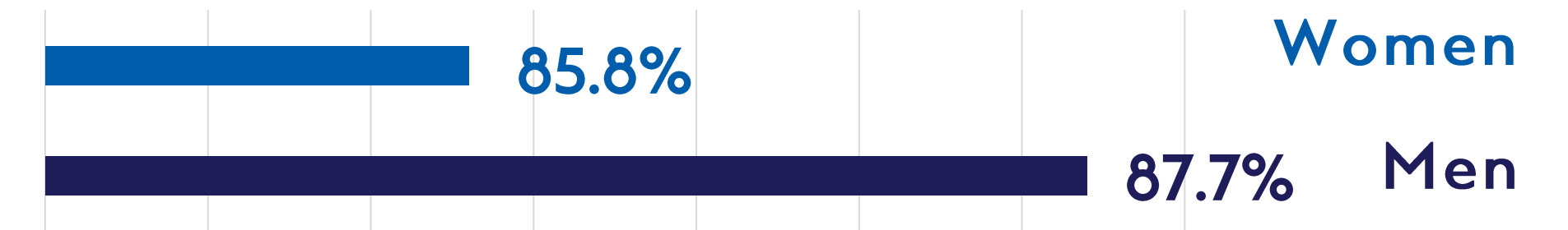


## Gender Pay Gap

**15.5%**  
Mean

**17.2%**  
Median

## Bonus Pay Received



**36.9%**  
Men

**63.1%**  
Women

## Bonus Pay Difference Between Men & Women

**31.4%**  
Mean

**42.3%**  
Median

## Pay Quartiles

