

Gender Pay Gap Report 2017

Salts Healthcare is a family owned and managed business that manufactures and distributes surgical and medical appliances in both the U.K. and in markets across the world.

Salts Healthcare is committed to providing opportunities in the workplace for all our employees to grow and achieve their full potential and where everybody is treated fairly.

The gender pay gap information presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and was taken from our payroll data at 5 April 2017.

Salts employs around 600 people, and the detailed breakdown of pay by gender and by pay quartile is shown below:

	Male	Female
Upper Quartile	39%	61%
Upper Middle Quartile	40%	60%
Lower Middle Quartile	43%	57%
Lower Quartile	31%	69%

The gender pay gap is the difference in the average hourly rate of pay between all relevant fully paid men and women in the Company.

The information below shows our overall median (mid-point) and mean (average) gender pay gap based on hourly rates at 5 April 2017. It also shows the median and mean difference between bonuses paid to our male and female employees in the year to 5 April 2017.

Median Gender Pay Gap	2.1%
Mean Gender Pay Gap	23.1%
Median Bonus Gender Pay Gap	0%
Mean Bonus Gender Pay Gap	62%

100% of males and females receive a bonus.

Commentary:

Our median gender pay gap of 2.1% is significantly under the national average of 18.4%

Our mean gender pay gap of 23.1% is a little above the national average of 17.4%, however, in reviewing the figures in the relevant pay period, it should be noted that if the Company were to omit the pay and bonus arrangements that apply to the Executive Board of Directors, the majority of whom are the shareholders and owners of the business during this period, the percentages would be adjusted as follows:

(a) Women's median pay is 1.5% lower than men's pay

(b) Women's mean pay is 7.0% lower than men's pay

(c) Women's median bonus is the same as men's bonus

(d) Women's mean bonus is 31% lower than men's bonus

We consider the above percentages to be a fairer reflection of the Company's overall gender pay gap.

We have worked hard over the years to ensure that we have fair, gender neutral pay and reward structures across all areas of the business. Our recruitment process is fair, consistent and non-discriminatory, driven by skills and experience required, detailed in individual role specifications.

We offer all employees equal training and progression opportunities, and we pride ourselves in fair and consistent reward processes.

All our employees have the right to apply for flexible working and shared parental leave, giving them the opportunity to balance their home and work lives. Where possible the company introduced practice of job sharing, particularly within customer services and manufacturing departments to offer more flexible working options to our employees. Currently of the employees who work flexibly, 91% are females, compared with 9% males.

Salts Healthcare also offers a Childcare Voucher Scheme, operated under salary sacrifice, to maximise contributions. Currently, of the employees who have opted in for this scheme, 70% are females, compared with 30% males.

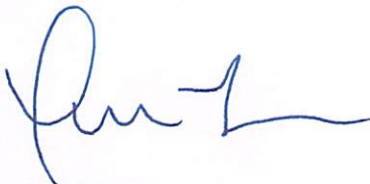
We work in partnership with local colleges and universities to raise awareness and offer apprenticeship and placement opportunities. We currently have ongoing apprenticeships within IT and Engineering departments and 12 months placements within Marketing and Business Analyst departments.

Actions to address our gender pay gap:

- We will continue to monitor and review pay in order to understand and address the gender pay gap results
- We will continue our drive to be fair and inclusive in our recruitment practices with a view to maximising our appeal
- We will continue to offer training opportunities equally but with a focus on any barriers identified that may prevent women seeking progression
- We will continue to educate and provide resources to our people managers on the importance of gender equality
- We will continue to review our flexible working and family friendly policies and raise awareness of all our policies across the Company

Declaration:

We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in blue ink, appearing to read "Ian Taylor", with a long horizontal flourish extending to the right.

**Ian Taylor
Financial Director**

On behalf of Salts Healthcare Ltd