



PRIMA DENTAL

Prima Dental Ltd Gender Pay Gap Reporting as at 5 April 2024

Owing to the rapid growth of Prima Dental; its ongoing corporate social responsibility (CSR) commitments and compliance with legislation; outlined within this report is their annual gender pay gap report.

The gender pay gap is the difference between the average earnings of men and women, expressed relative to men’s earnings in accordance with Government guidelines.

We are committed to Equality, Diversity & Inclusion (EDI) in every aspect of our business. Our inclusive culture welcomes all employees and rewards and recognises people based on their achievement of individual objectives, their role in helping the company achieve its objectives, and professional competencies as aligned to our core values.

We are dedicated to creating a strong company that our employees, communities, customers, suppliers and ownership are proud to be associated with.

For context, information regarding gender pay gap at Prima Dental was gathered from the data relating to 246 Full-Pay Relevant Employees.

Pay difference between men and women at Prima Dental as at 5 April 2024 is provided below:

MEDIAN %	MEAN %
8.5%	7.5%

PAY DIFFERENCE CAUSE OF GENDER PAY GAP

Prima Dental is a 24/7 manufacturing business. 25 % of our workforce work nights and weekends; and 75% of our workforce work some form of unsocial hours which attracts an appropriate shift allowance. 25% of workforce work a standard day working pattern. The highest-grade manufacturing roles tend to work unsocial hours and are predominately undertaken by men. In contrast, the most junior manufacturing roles tend to work normal/ day, hours and these roles are predominately undertaken by women. In addition, the company’s Executive Team are all male.

The gap is largely because of these reasons and we are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Instead, our gender pay gap is because men and women work in different roles and different shifts; and those roles and shifts have different salaries.



PRIMA DENTAL
Stephenson Drive,
Gloucester, GL2 2HA,
United Kingdom

T +44 1452 729751
F +44 1452 307187
E sales@primadental.com
W www.primadental.com



Prima Dental Group is a trading name of Prima Healthcare Group Limited. Registered Office: Stephenson Drive, Gloucester, GL2 2HA, United Kingdom. Registered in England No. 07421548. VAT Registered No. GB618100576



PRIMA DENTAL

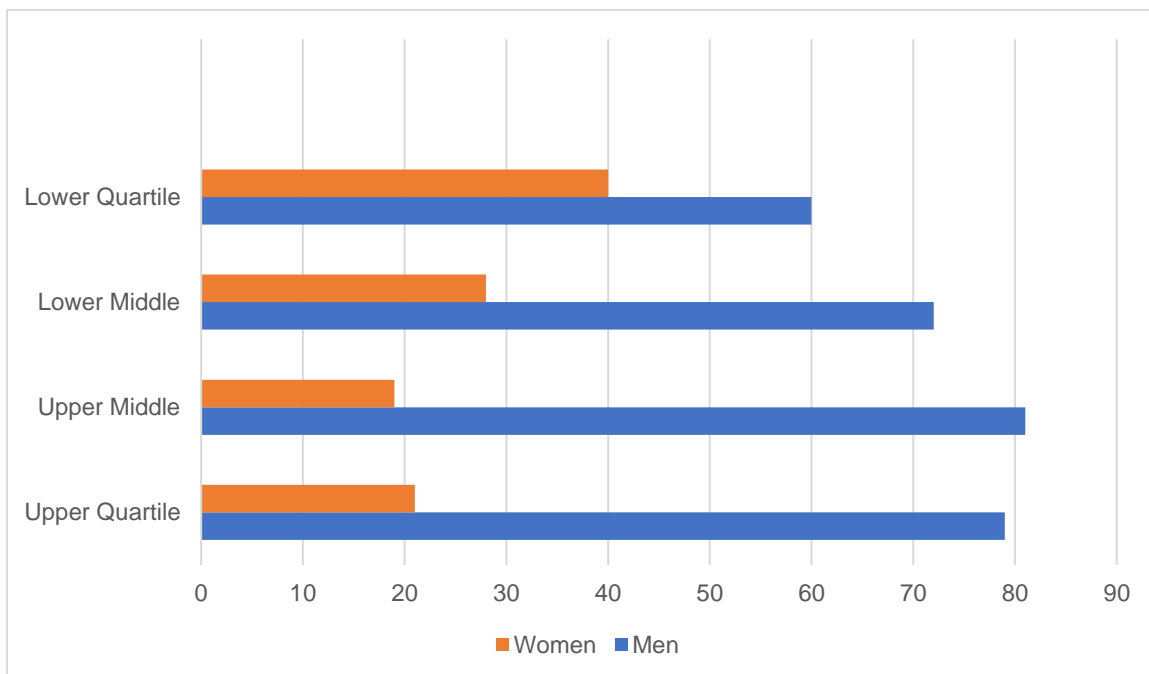
BONUS

Information regarding the gender pay gap in bonus pay was collated through analysis of the data for 267 relevant employees. 88.2% of women in Prima Dental received a bonus in the period whilst 83% of men received a bonus.

MEDIAN %	MEAN %
0%	-41%

PAY QUARTILE

For the 2023/2024 year; Full Pay Relevant Employees in Prima Dental comprised 73% male and 27% female:



HOW DOES OUR GENDER PAY GAP COMPARE WITH THAT OF OTHERS?

The mean gender pay gap for the whole economy (according to the October 2021 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 11.9% with estimated data for 2023 sitting at 10.7%. At 7.5%, our mean gender pay gap is lower than the whole economy. Estimated data for the manufacturing sector for 2023 is 12.5% which puts Prima Dental at 5% below the industry average.

The median gender pay gap for the whole economy (according to the October 2021 ONS ASHE figures) is 7.9% with estimated data for 2023 sitting at 7.7%. At 8.5%, our median gender pay gap is 0.6% higher than the whole economy. Estimated data for the manufacturing sector for 2023 is 9% which puts Prima Dental at 0.5% below the industry average.



PRIMA DENTAL
Stephenson Drive,
Gloucester, GL2 2HA,
United Kingdom

T +44 1452 729751
F +44 1452 307187
E sales@primadental.com
W www.primadental.com



Prima Dental Group is a trading name of Prima Healthcare Group Limited. Registered Office: Stephenson Drive, Gloucester, GL2 2HA, United Kingdom. Registered in England No. 07421548. VAT Registered No. GB618100576



PRIMA DENTAL

HOW WE ARE ADDRESSING THESE DIFFERENCES

- **Recruitment:** We are committed to ensuring that all posted roles attract a diverse group of qualified candidates.
- **Salary Benchmarking:** We conduct periodic reviews to ensure fair and equitable compensation practices. When required, action is taken to remediate.
- **Talent Reviews:** We undertake annual talent reviews for our Indirect population, which will ensure we are attracting, retaining and developing the best talent regardless of gender. We will extend this review to the Direct population also.
- **Equality, Diversity & Inclusion (EDI) Events:** Our Charity Committee and Employee Involvement Group (both voluntary, employee-led groups), which bring together people from all backgrounds, have been established across the organisation to support and promote EDI events throughout the calendar year. For instance, Prima Dental has promoted Women in Engineering and Women in Leadership events.
- **Training and Development:** All Leaders within the company attend 'Unconscious Bias' training in support of our approach to promoting an inclusive working environment. This will be extended to all colleagues during the next year.
- **At Prima Dental we live our company values of Accountability, Integrity, Collaboration, Customer Service Excellence, Attention to Detail and Continuous Improvement in our ongoing commitment to create a High Performance and Inclusive Culture.**
- **We actively engage with academic establishments to promote opportunities for all within Prima Dental. We aim to go further with this by engaging with such establishments to raise awareness and interest in STEM subjects and in turn the fulfilling careers they lead to in organisations such as ours.**

I, Dan Hodgson, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed

Date

3rd April 2025



PRIMA DENTAL
Stephenson Drive,
Gloucester, GL2 2HA,
United Kingdom

T +44 1452 729751
F +44 1452 307187
E sales@primadental.com
W www.primadental.com



Prima Dental Group is a trading name of Prima Healthcare Group Limited. Registered Office: Stephenson Drive, Gloucester, GL2 2HA, United Kingdom. Registered in England No. 07421548. VAT Registered No. GB618100576