



UK Gender Pay Report 2023

Introduction

This is the fourth year that we have reported on our gender pay gap in line with UK legislation. We continue to analyse the data to understand the differences between the pay of women and men in our company. Since publishing our second report in 2021, we have also undertaken a series of listening exercises to hear first-hand from and engage with our talented colleagues on this key topic to create greater transparency on actions and next steps.

The analysis for the current reporting period (April 2022–April 2023) shows that, overall, we paid men more than women because we still employed proportionally more men than women in our most senior roles during that reporting period.

In this report, we would like to share more detail on those findings and also provide an update on the actions we are taking as part of our ongoing long-term commitment to abolish this gender pay gap.

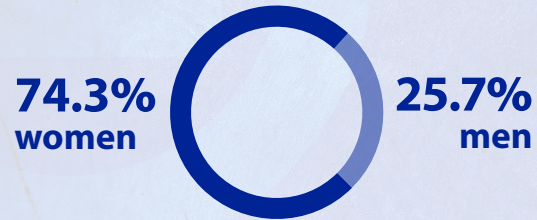
We previously identified three key areas to focus on to ensure that there are no differences in pay between women and men in the future. We remain committed to these areas for 2024: providing colleagues with peer-to-peer support networks; improving the promotion and facilitation of internal company career moves; and raising the profile of senior women. More details on these can be found on the pages that follow. In addition to this, we have established a project team to review a number of key reward and recognition activities to ensure that they serve us well with regard to abolishing the gender pay gap.

Catherine Hill
Executive Director

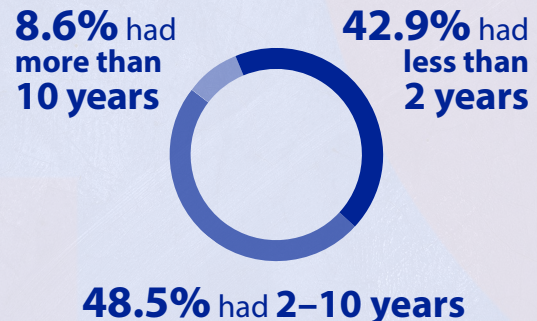
Sharon Frost
Global HR Director

On 5 April 2023, we had
541 employees globally,
including 430 people based in the UK

Our UK workforce was ...



Our UK-based employees had a
range of tenures with the company:



Statutory reporting requirements

Since 2017, UK legislation has required all companies with 250 employees or more to report their gender pay gap data every year.

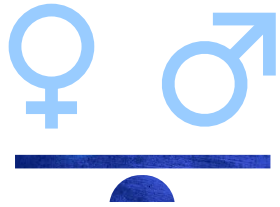
These data compare the average pay for women and men across all roles, and must include:

- average differences in hourly rates of pay
- the proportions of women and men in each quartile, based on hourly rates of pay
- the proportions of women and men receiving bonus pay
- average differences in bonus pay.

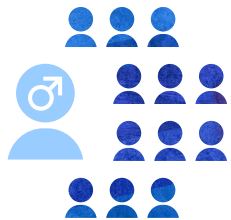
All data are accurate as of the snapshot date of 5 April 2023, in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What we have learnt

We have previously analysed pay across our UK offices to try to understand any differences between the salaries of women and men. The previous UK gender pay reports can be accessed here: [2020](#), [2021](#), [2022](#).



Our analysis indicates that women and men had equal opportunities for promotion and in-role progression during the reporting periods and that there were no barriers to the recruitment of women into senior roles.



However, we have continued to see a substantial gender pay gap driven by the fact that we have historically employed proportionally more men in higher-paid roles and fewer men in lower-paid roles relative to the overall gender balance at our company.



For bonus pay, the difference between the pay of women and men is exacerbated by the fact that the vast majority of people who work less than full time or who take substantial periods of parental leave have historically been women.

What is the gender pay gap?

The gender pay gap is the difference in the calculated hourly rate of pay between women and men across all roles. The value is given as a percentage of the average male earnings. A positive value indicates that the hourly rate of pay is higher for men than women, whereas a negative value indicates that the rate is higher for women.

What is equal pay?

Equal pay directly compares whether women and men doing the same or equivalent work are paid equally. This is therefore not the same as the gender pay gap.

What is the bonus pay gap?

The bonus pay gap considers the total value of any bonuses that each person received during the 12-month reporting period. Unlike the hourly rates of pay used to calculate the gender pay gap, the bonus pay gap does not consider differences in contracted working hours.

Pay for women and men

The findings of our 2023 analysis show a small reduction in our overall gender pay gap compared with the previous year, as well as reductions in a number of the other metrics analysed. However, we continue to have a gender pay gap that is driven by the fact that we have proportionally more men than women in our most senior roles.

Based on the snapshot of data on 5 April 2023, our overall mean gender pay gap was 21.7% and our overall median gender pay gap was 21.8%. When we excluded the most senior positions in our company (those on the Board), the mean gender pay gap across all remaining roles was 13.9% and the median gender pay gap was 19.4%. If we also remove freelancers from the analysis, the gaps reduce further to 12.9% and 18.6% respectively.

The differences in the average hourly rates of pay by gender in each pay quartile are consistent with previous years, being much lower than the overall values. There continues to be a high mean difference remaining in the highest pay quartile (Table 1), but this has reduced to 9.1% from 13.0% in 2022.

During the 12 months before 5 April 2023, 88.5% of women and 87.3% of men received a bonus. The mean bonus pay gap was 51.9% and the median bonus gap was 20.0% (2022 values were 60.8% and 31.5%, respectively). These values are further impacted by the fact that 96.2% of employees who took parental leave during the relevant period were women, as were 83.5% of employees who worked less than full time.

Table 1. Proportions of women and men, and average differences^a in pay by quartile (on 5 April 2023).

Quartile based on hourly rate of pay	Proportion of employees, %		Mean difference, %	Median difference, %
	Women	Men		
Upper	59.6	40.4	9.1	0.4
Upper-middle	76.0	24.0	4.4	6.5
Lower-middle	79.8	20.2	2.1	3.2
Lower	81.9	18.1	0.7	4.6

^aA positive difference indicates that the hourly rate of pay is higher for men than women, whereas a negative difference indicates that the rate is higher for women.

Who is included in the analysis?

The gender pay analysis includes all UK-based employees.

How was gender reported?

This report is based on legal gender categories. We acknowledge that some of our people may self-identify differently.

What is the reporting period?

The gender pay gap values are based on a snapshot of data on 5 April 2023. The bonus data are based on the 12 months before 5 April 2023.

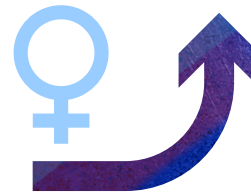
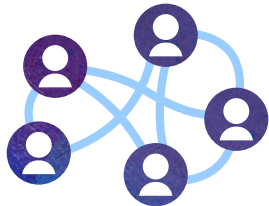
How are pay quartiles determined?

Pay quartiles are calculated by arranging each employee from lowest to highest based on their hourly rate of pay, and then splitting that list into four groups of equal size.

What we are doing to tackle our gender pay gap

We remain committed to bringing about change and fully appreciate that this will require long-term effort and a variety of activities.

Based on the highlighted drivers of our gender pay gap, we will continue to focus on three key areas we have previously identified, and in addition we will also look at reward and recognition. We are confident that this approach will have a positive impact on women in our workplace.



Key areas for action

Providing colleagues with peer-to-peer support networks

We will continue to promote peer-to-peer networking in 2024, especially for those returning after family-related leave

Improving the promotion and facilitation of internal company career moves

We will do more to promote the possibility of internal moves within the company

We will introduce drop-in sessions to facilitate interactive discussions on how colleagues can progress in their careers

Raising the profile of senior women

In 2024, we joined the #IAmRemarkable campaign to showcase the success of our women in senior leadership roles, and to inspire women at Oxford PharmaGenesis to progress their careers with us

Establishing a project team to review key reward and recognition activities

We have established a project team, including a focus group, to review a number of key reward and recognition activities to ensure that they serve us well with regard to abolishing the gender pay gap

Our commitment

We are pleased to be able to share this update with you about the new and existing initiatives that we are working on in order to tackle our gender pay gap. These initiatives are the result of positive engagement from many colleagues across our global business, and we would like to publicly thank them and encourage others to engage with us directly on this and other issues that matter to you.

As we have said in previous years, we do not underestimate the challenge ahead, and we recognize that long-term commitments are required to instigate long-term change. We hope that the evolution of our actions gives confidence in this commitment, because the gender pay gap is a complex societal issue and there is no 'quick fix'.

We believe that the ongoing and new initiatives described here will provide support for women in our business, helping them to achieve their career aspirations here at Oxford PharmaGenesis. As we have said before, this is about ensuring real and tangible benefits for the women we employ and not just about positively changing the numbers.

If you have any further suggestions or ideas to support our gender pay gap initiatives, then we would love to hear from you.



Catherine Hill
Executive Director



Sharon Frost
Global HR Director

