

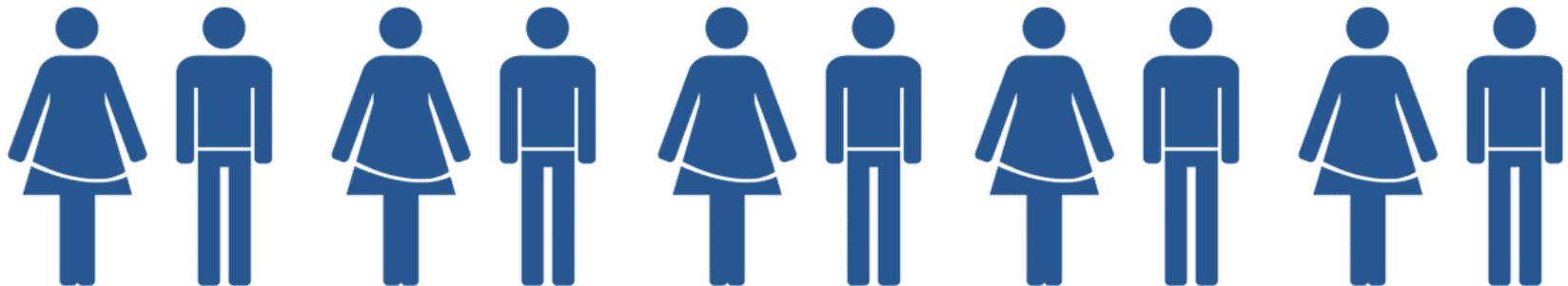
# **Gender Pay Gap Report as at 5 April 2017**

Ensuring we encourage career progression for all in our business, regardless of gender, is a key aim of our leadership team. As you will see from the results in this report, we remunerate and reward our people based on performance and contribution. We have worked hard to provide consistency and transparency within our pay decision-making process to ensure decisions are based on market data, skills and role performance.

Kevin Lane

Acting CEO & President, BPL Holdings Ltd

20<sup>th</sup> March 2018



# Gender Pay Gap Report

## Background

### What is gender pay gap?

Gender pay gap is the difference in earnings between men and women explained through various statistics. It covers all employees in the organisation, independent of the job they do and it is influenced by a number of factors, including the demographics of the workforce.

### Gender pay gap is different from Equal Pay

Gender pay gap is a measure of average and median earning between men and women. Equal pay is different and relates to paying men and women equivalent rates for the same or similar work whilst taking into account skills and performance.

### Why is the gender pay gap being reported?

UK organisations employing more than 250 people are required to publish their gender pay gap information for the 12 months ending 5 April 2017, by 4 April 2018 and annually thereafter.

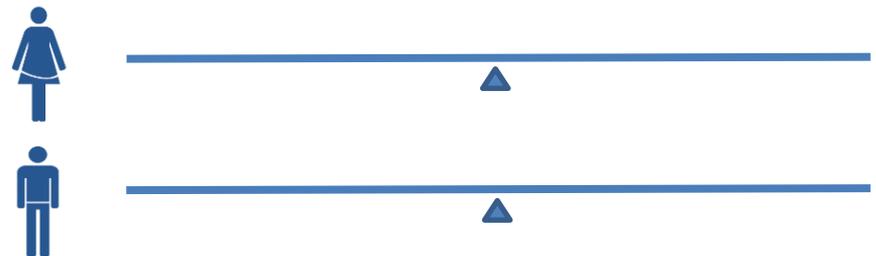
### What is mean pay gap?

The mean gender pay gap is the difference in the average annual pay rate for women compared to men within the company.



### What is median pay gap?

The median represents the middle point of a population. If we separately sorted the pay for all women and all men working in the company, the median gender pay gap is the difference between the pay of the middle woman and the middle man.



# What does our data tell us?

## Gender Pay Gap Figures



Mean pay gap	-3.3%	Women were paid 3.3% (68p per hour) more than men
Mean bonus gap	-21.9%	Female's bonus payments were 21.9% (£389) higher
Median pay gap	No gap	There is no gap in median pay and bonuses
Median bonus gap	No gap	

When looking at statistics, mean calculations may be impacted by outlying values, such as the earnings of a small numbers of very senior leaders. In our case, this affects both mean pay and bonus. When looking at our mean bonus pay gap figure of -21.9%, it can be explained by the fact that in the year to April 2017, there were more women than men in positions with higher potential bonuses, which distorts the picture across the bonus-eligible population. This position may change following some senior transfers, leavers and appointments.

The median figure, which is less impacted by outlying values, shows that there was no pay or bonus pay gap between male and female employees across BPL Therapeutics in the UK. We are pleased with this result, which indicates that our policy on making pay decisions based on market data and performance in the role are appropriate.

### Bonus payments

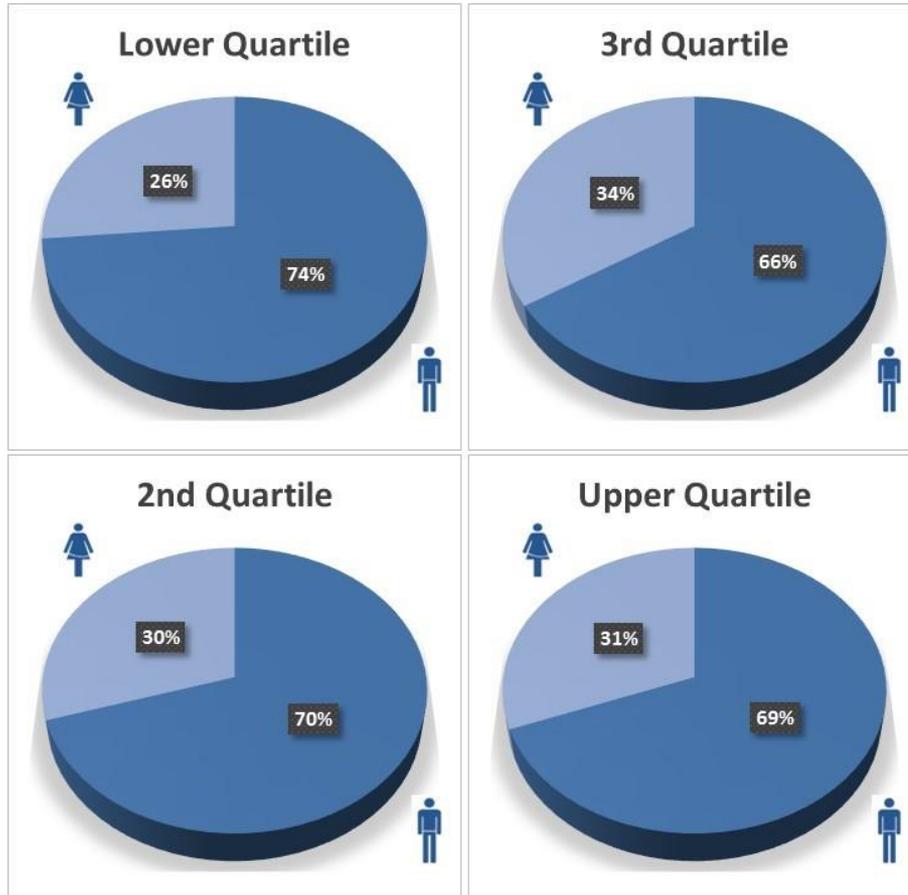
Overall the proportion of males and females receiving bonuses are very similar.



All employees at BPL are entitled to participate in a bonus scheme. Payment is subject to qualifying criteria which includes date of joining. In 2017, a small proportion of our employees did not meet the criteria to qualify for a bonus because they were not employed at the bonus eligibility date.

# What does our data tell us?

## Proportion of males & females in each pay quartile



Across all pay quartiles females represent around 30% of the workforce. Factors affecting this are:

- 61% of roles require shift working
- 80% of shifts are worked by men vs. 20% worked by women
- Shift allowances are paid to shift workers

Shift working is not always suitable for all. We understand that flexible working can help people to fit work around family responsibilities and whenever possible, we support our employees through flexible working arrangements.

Our employment decisions, including recruitment and promotion, are based on capability not gender or other illegal criteria. Recruitment and promotion decisions involve more than one person and where appropriate, multiple assessment criteria.

Pay ranges are set based on market data and employees are positioned within salary ranges according to experience, skills and performance.

# How do we compare with other businesses?

## BPL

Mean Gender Pay Gap  
-3.3%

Median Gender Pay Gap  
None

Mean Gender Bonus Gap  
-21.9%

Median Gender Bonus Gap  
None

## National Statistics (ASHE 2017)

Mean Gender Pay Gap  
17.4%

Median Gender Pay Gap  
18.4%

Mean Gender Bonus Gap  
71%

Median Gender Bonus Gap  
44.1%

Every company is different, so direct comparisons are hard to make. The statistics released by the Office for National Statistics (ASHE 2017) shows a gender pay gap towards men in the UK. By contrast, our gender pay gap using the mean data is in favour of women and using the median figure, there is no pay gap.

To help ensure equity in remuneration between men and women at BPL, we will continue to:

- Review our gender pay gap data to understand what drives any difference
- Review pay structures to provide additional placement guidance
- Monitor the spread of performance ratings and performance related pay increases by gender
- Conduct an Equal Pay Review
- Ensure that recruitment decisions are based on the requirements of the role
- Provide training and development opportunities for all employees, so that they are able to progress through different career paths

