

ELSTREE GENDER PAY GAP 2023

AS OF 5 APRIL 2023

KEDRION
B I O P H A R M A

bpl
Bio Products Laboratory

A message from Adriane Westwater

A key objective for the Elstree leadership team is ensuring that career progression is open for everyone in our business, regardless of gender. We believe that our Gender Pay Gap of 0.07% is industry leading and demonstrates our commitment to ensure that the company's pay practices are both consistent and fair.

Adriane Westwater

UK HR Director & HR Business Partner Global Operations
Bio Products Laboratory Ltd

Why do we report our gender pay gap annually?

UK companies employing more than 250 people must publish mandatory gender pay gap information annually, as at the “snapshot date” of 5th April 2023.

What is gender pay gap?

Gender pay gap is the difference in total earnings between men and women measured over a specific pay period. At BPL we calculate the Gender pay gap over the April monthly Pay period.

How is it calculated?

There are strict rules as to how it is calculated. These rules are specified by the UK Government Equalities Office and include the calculation of the average and median hourly pay rate for men and women.

Other mandatory statistics

We are also required to produce statistics on bonus payments received by men and women over the 12-month period prior to the snapshot date of 5th April 2023.

- Mean (average) gender pay gap using hourly pay is 0.07%
- Median gender pay gap using hourly pay is 1.27%
- Percentage of men and women receiving bonus pay:
 Women receiving bonus: 91.2%
 Men receiving bonus: 90.2%
- Mean (average) bonus gender pay gap using bonus pay -26.63%
- Median gender pay gap using bonus pay is -1.97%

Percentage of men and women in each hourly pay quarter

Group	% of Males	% of Females
Lower quartile	66.28%	33.72%
Lower middle quartile	69.77%	30.23%
Upper middle quartile	71.32%	28.68%
Upper quartile	67.05%	32.95%

- On the snapshot date of 5th April 2023, men at BPL were on average paid 0.07% more than women. This shows an insignificant difference in average pay levels. This compares favourably with the 7.7% pay gap for full-time employees in the UK economy as reported by the Office for National Statistics in April 2023 based on their most recent sample.
- On the snapshot date of 5th April 2023, the median hourly gender pay gap was 1.27%. This statistic shows that there is a very minimal pay gap differential between the median hourly pay levels of men and women.
- In the 12 months to the snapshot date, from 6th April 2022 to 5th April 2023, women at BPL received bonus payments that were on average 26.63% higher than men. This is a complete reversal from the previous year's figure where the bonus for men were 20.26% higher than women.
- On the snapshot date of 5th April 2023, there were 708 males (69%) and 324 (31%) females in the sample used for gender pay statistics.