

ELSTREE GENDER PAY GAP 2024

AS OF 5 APRIL 2024

KEDRION
B I O P H A R M A

bpl
Bio Products Laboratory

A message from Adriane Westwater

A key objective of the Elstree leadership team is ensuring that we encourage career progression for everyone in our business, regardless of gender. We believe that our Mean Pay Gap of -1.15% 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 2024.

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 2024.

- Mean (average) gender pay gap using hourly pay is -1.15%
- Median gender pay gap using hourly pay is 1.39%

- Percentage of men and women receiving bonus pay:
 Women receiving bonus: 82.95%
 Men receiving bonus: 84.77%

- Mean (average) bonus gender pay gap using bonus pay -52.69%
- Median gender pay gap using bonus pay is -15.09%

- Percentage of men and women in each hourly pay quarter

Group	% of Males	% of Females
Lower quartile	64.77%	35.23%
Lower middle quartile	70.83%	29.17%
Upper middle quartile	73.11%	26.89%
Upper quartile	66.29%	33.71%

- On the snapshot date of 5th April 2024, women at BPL were on average paid 1.15% more than men. This compares favourably with the 2024 13.1% pay gap for all employees (7.0% full-time employees, -3.0% part-time employees) in the UK economy as reported by the Office for National Statistics based on their most recent sample (December 2024).
- On the snapshot date of 5th April 2024, the median hourly gender pay gap was 1.39%. This statistic shows that there is a very minimal pay differential between the median hourly pay levels of men and women.
- In the 12 months to the snapshot date, from 6th April 2023 to 5th April 2024, women at BPL received bonus payments that were on average 52.69% higher than men. This is due to a one off exceptional bonus payments in the year.
- On the snapshot date of 5th April 2024, there were 726 males (69%) and 330 (31%) females in the sample used for gender pay statistics.