



Cytiva UK

Gender Pay Gap Report

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Cytiva in the UK

Global Life Sciences Solutions Operations UK Ltd is a legal entity that forms part of Cytiva, which is a global business whose focus on customer-centric innovation and collaboration makes it a trusted partner in the research and development of life-saving vaccines, biologic drugs, and novel cell and gene therapies. From idea to commercial development, Cytiva's job is to supply the tools and services researchers and biopharmaceutical producers need to work better, faster and safer. We are committed to creating an inclusive and diverse workforce everywhere we do business and to paying our employees fairly

The UK is an important market for the Cytiva business. Our Global Life Sciences Solution Operations UK Ltd entity covers many UK based sites including research and production sites in Stevenage and Cambridge, an office in Maidstone as well as our head office in Amersham where many of our enabling functions and management teams are based. This entity also covers employees from our field-based population, typically our customer-facing employees in the Sales and Service organisation.



Definitions

Mean:

For each of men and women, we calculate the "mean" pay (or bonus), and then calculate the percentage difference between men's and women's mean pay (or bonus). The mean is the total divided by the number of values. For example, the mean of 1, 2, 6, 7 and 9 is 25 divided by 5 = 5.

Median:

For each of men and women, we calculate the "median" pay (or bonus), and then calculate the percentage difference between men's and women's median pay (or bonus). The median is the 'mid-point'. For example, the median of 1, 2, 6, 7 and 9 is 6.

Pay quartile:

Employees are 'ranked' in order from lowest to highest paid, and then split into four "pay quartiles", each containing an equal number of employees (as far as possible). The pay quartiles are lower, lower middle, upper middle, and upper

Equal Pay versus Gender Pay Gap Report

Employees are 'ranked' in order from lowest to highest paid, and then split into four "pay quartiles", each containing an equal number of employees (as far as possible). The pay quartiles are lower, lower middle, upper middle, and upper

- The GPG report does not take account of the types of work that employees undertake
- The GPG does not take account of other genuine factors which might explain pay differentials such as work location
- The definition of pay for GPG purposes means that employees who choose to take 'cash' rather than certain benefits (e.g. they take a car allowance not a car) will show as having higher pay than those who take benefits

However, the publication of GPG results is likely to highlight the issue of pay as between males and females. It also clearly demonstrates any representation challenges. As such a big part of the GPG project is the 'action plan' stage

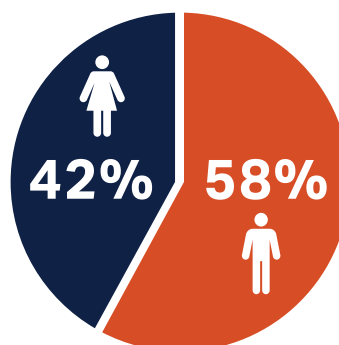
Key findings

The median gender pay gap among all employees in the UK was 15.5% in 2020. For this reporting period, the median gender pay gap among Global Life Sciences Solution Operations UK Ltd employees was 15.1%.

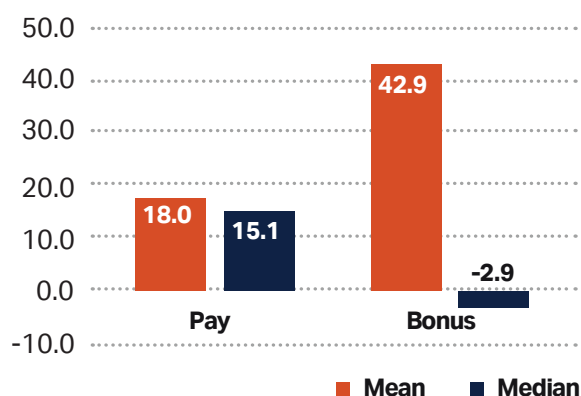
51% of male and 43% of female employees received bonus payments for the applicable reference period. In 2021, Global Life Sciences Solutions Operations UK Ltd implemented a bonus scheme under which all employees (100%) are eligible. This was a response to discussions with our employees as well as the organisation's Workers Councils, and reflects a desire that all employees should share in the organisation's success.

We see a mean average gap of 42.9% in bonus pay between male and female for this reporting period. This is due to having male members of the leadership team based in the UK and employed by this legal entity. Many of the female members of the leadership team are based outside the UK and therefore do not form part of the calculations. The median average gap between male and female is instead -2.9% which is more representation of the actual bonus payments.

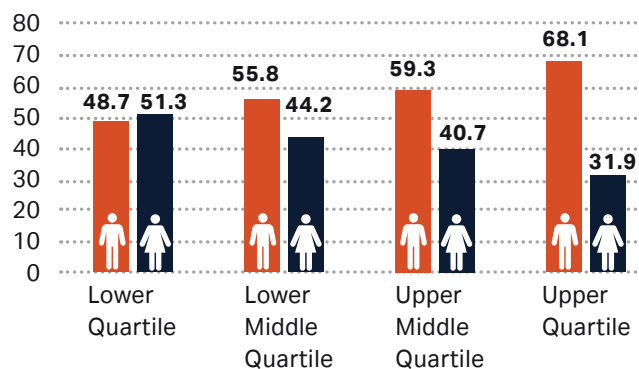
Gender Composition



Pay and bonus pay gap



Pay quarterlies



What we are doing

Gender representation overall is good, with 42% female. We are committed to ensuring we have an inclusive environment that represents all by taking meaningful actions and steps such as:

- Regular pay fairness reviews
- Offer flexible working across the business
- Participation in enterprise-level Women + Friends Europe Associate Resource Group where sessions and networking are promoted
- Having a local UK based Women + Friends champion
- Inclusion and Diversity training modules for all
- Celebrating and promoting special dates such as International Women's Day
- Promoting the use of inclusive pronouns across the business
- Regular reporting of diversity metrics
- Female representation at a global executive level
- Diverse representation of candidates for all vacancies during the hiring process, meaning that all roles should have at least 2 female candidates in the candidate slate
- A pilot of a global pipeline for women mentorship is planned for 2022 and beyond
- A project to engage STEM students in placements and coaching for 2022 and beyond
- 100% participation in a bonus scheme.