

CLINIGEN



2023

Gender pay gap report

PREPARED BY:
Human Resources

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What is the gender pay gap?

All companies with 250 or more employees based in the UK are required to publish details of their gender pay and bonus gaps by 5th April each year.

Gender Pay vs Equal Pay

It is important to highlight that there is a difference between the definitions of gender pay gap and equal pay. The gender pay gap is the difference between the average pay for men and women, across the organisation, expressed as a percentage of total earnings; it is not a measure of the difference in pay between men and women for doing the same job. Equal pay is the difference in pay between men and women who carry out the same or similar jobs; this report does not cover this.

According to the Office for National Statistics (ONS), the median gender pay gap for the UK is currently 14.8%*, meaning that at the average, men earn 14.8% more than women across the UK economy.

Median vs Mean

The median pay gap is calculated by finding the exact middle point between the lowest and highest paid woman in an organisation and the lowest and highest paid man, then comparing the two figures.

The mean gender pay gap is the difference in average hourly rate of pay between men and women within the company. The mean gender pay gap is calculated by adding up the wages of all male and all female employees and dividing by the number of employees, then comparing the difference between the mean figures for men and women.

A positive number indicates a higher mean or median pay for men compared to women; a negative number will mean the reverse.

Throughout all levels of the organisation, the pay for each job role is different, according to the job role itself. The proportion of male and female colleagues performing each job role varies.

Gender pay gap reporting is focused on ensuring we continue to create opportunities for female employees to progress their careers within the business through ensuring equality of opportunity for all, and active promotion of all recruitment, talent succession and development activities.

At Clinigen, we view equal pay as a moral issue; we consider it to be right and fair to pay our colleagues equally, regardless of gender.

*Gender Pay Gap in the UK (2023) – Office for National Statistics - 1 November 2023

Summary

In this report, we will outline the data for Clinigen Limited (UK based employees).

The report includes the following:

- Overall mean and median pay gap based on equivalent hourly rates of pay as at 5th April 2023
- Overall mean and median difference between bonuses paid to men and women at Clinigen Limited for the 12 months up to 5th April 2023
- Proportion of employees receiving a bonus payment in the year to 5th April 2023
- Pay quartiles for 12 months pay up to 5th April 2023

Our diversity, equity, and inclusion commitment

At Clinigen, we recognise that diversity, equity, and inclusion are key to fostering a successful and innovative organisation. We commit to creating a culture that welcomes and values the unique backgrounds, experiences, and perspectives of all our employees, clients, and partners.

It's our policy and commitment to ensure our working environments are free from discrimination, harassment, or victimisation of any kind. We are dedicated to providing equal opportunities for all employees throughout their careers at Clinigen.

We appreciate the importance of DEI, including gender, at all levels of the Company. Clinigen already has strong female representation at a senior level. We continue to actively recruit and develop women into our leadership positions to enable us to better reflect and serve the diverse communities and cultures in which we operate around the world.

Our current gender pay gap

Clinigen Limited

Gender pay gap information for the reporting period ending 5th April 2023

Our results include the Executive Management Team, along with UK-based employees, in all job roles, at all levels throughout the organisation. We have a good gender balance across the business. Over half of our employees are female.

Sixteen out of twenty of the highest paid positions were held by male employees in the reporting period, which impacts our mean and median hourly pay and bonus gender pay gap. This reflects the general picture in the life sciences sector in the UK.

The median gender pay gap for the UK is currently 7.7% (ONS, Nov 2023). At 5.2%, we are proud that our median gender pay gap is lower than the national average. The Pay Quartile median pay gaps provide a more detailed insight into the numbers.

Our mean gap in pay and bonus was impacted by a higher proportion of male colleagues occupying the most senior positions during the reporting period. As the data incorporates all levels of the business including the Executive Management Team, the mean was impacted by a very small number of senior roles. We therefore believe our median data provides a more accurate and representative reflection of our gender pay gap position.

Since the reporting period, we have continued to work proactively to reduce the gender pay gap and ensure focus on gender equality at the senior levels. We continue to build strong foundations to foster a more diverse and inclusive Clinigen:

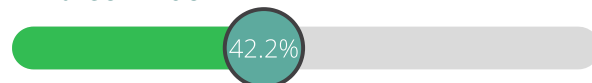
- Between April 2022 and April 2023, we had 32 internal promotions; 59% were filled by female employees.
- As at 5th April 2023, 68% of employees with over 10 years' service were female.
- We provide competitive company maternity pay benefits including a phased return to work scheme for individuals returning from maternity leave. In this period, 6 employees have returned from maternity leave and 83% have taken up the benefit of phased return.
- In the 2022/23 Clinigen Management Academy training programme, 58% of participants were female.
- Recruitment is monitored to ensure there are female applicants for all roles and improve the talent pipeline when this is not achievable
- We have established a group-wide job grading framework, 52% of our senior roles (Grades 5, 6, 7, 8, EX and CEO from a range of 1 to CEO) are held by female employees

Headcount - 398

Females - 230



Males - 168



GPG Gender Pay Gap	5.2% Median	26.7% Mean
BPG Bonus Pay Gap	5.55% Median	49.15% Mean

67%

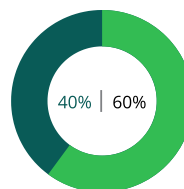
Of all male employees received a bonus

64%

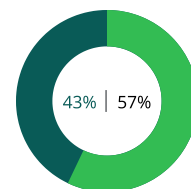
Of all female employees received a bonus

Pay Quartiles

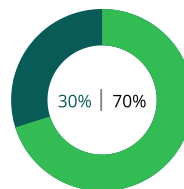
■ Male
■ Female



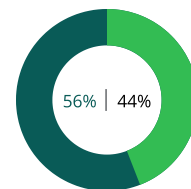
Lower Quartile
-1.9% pay gap



Lower Middle Quartile
2% pay gap



Upper Middle Quartile
3.5% pay gap



Upper Quartile
25.1% pay gap

Reporting our quartiles is legally required. Using hourly pay, quartiles divide the list of earners, ordered from lowest to highest, into four equal groups. This provides a good picture of where male and female employees are in the pay hierarchy.

What happens next?

- 1 We will continue to report on this annually and will monitor our gender pay gap internally throughout the year, incorporating the wider global business.
- 2 We will continue to take action as necessary to proactively reduce the gap through actions such as development programmes, succession planning and salary benchmarking.
- 3 We will continue to attract and develop the widest possible talent pool, driving inclusion and equality throughout all of our processes.
- 4 We will continue to empower senior management to own and drive equality in the organisation.
- 5 We will ensure our working environments are open, welcoming, inclusive and engaging for all of our people to make the most out of their employment with Clinigen.

This statement was approved by Jerome Charton, CEO, Clinigen Limited and Guy Strutton, Chief People Officer, Clinigen Limited.



Jerome Charton
Chief Executive Officer, Clinigen
Limited



Guy Strutton
Chief People Officer, Clinigen
Limited

About Clinigen Limited

Clinigen is a global, specialist pharmaceutical services company focused on providing ethical access to medicines. Its mission is to deliver the right medicine to the right patient at the right time. The Group supports pharmaceutical and biotech companies across the medical product lifecycle, from clinical through to commercial and operates from sites in North America, Europe, Africa and the Asia Pacific. Clinigen has more than 1,000 employees across five continents in 15 countries, and provides access in more than 120 countries every year.

For more information on Clinigen, please visit <http://www.clinigengroup.com>