

CLINIGEN

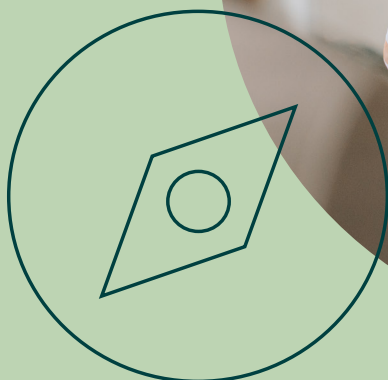
MARCH 2025 • CLINIGEN LIMITED



2024 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 the 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 13.1%*, meaning that at the average, men earn 13.1% 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.

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 2024
- Overall mean and median difference between bonuses paid to men and women at Clinigen Limited for the 12 months up to 5th April 2024
- Proportion of employees receiving a bonus payment in the year to 5th April 2024
- Pay quartiles for 12 months pay up to 5th April 2024



At Clinigen, we recognise that diversity, equity, and inclusion are key to fostering a successful and innovative organisation. We have a Diversity, Equity, and Inclusion (DE&I) Commitment that is shared with all employees, as well as mandatory training on our DE&I policy.

Our Diversity, Equity, and Inclusion (DE&I) Commitment

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 globally.



Our Current Gender Pay Gap

Gender pay gap information for reporting period ending 5th April 2024

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.

14 out of 20 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. This is a **10%** reduction from **16** in the last reporting cycle.

The median gender pay gap for the UK is currently **13.1%** (ONS, April 2024). At **10.7%**, our median pay gap is slightly lower than the national average. The Pay Quartile median pay gaps provide a more detailed insight into the numbers.

The main driver of our median pay gap is the upper quartile. Although there are an equal number of males and females in this quartile, the highest paid in this category (those at Executive grade) are all male which affects the overall pay gap. However, we have seen an improvement in this quartile with the pay gap reducing by **4.2%** from last reporting period.

Our mean gap in pay and bonus was also 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 Senior Leadership Team, the mean was impacted by a very small number of high paying senior roles. We therefore believe our median data provides a more accurate and representative reflection of our gender pay gap position.

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 foster a more diverse and inclusive Clinigen in the following ways:

- Between April 2023 and April 2024, we had 51 internal promotions; **51%** were filled by female employees.
- During this reporting period, **70%** of employees with over 10 years' service were female. This is an increase of **2%** compared to last reporting period.
- We provide competitive company maternity pay benefits including a phased return to work scheme for individuals returning from maternity leave. In this period, **7 employees** have returned from maternity leave and all took up the benefit of phased return.
- In the 2023/24 Clinigen Management Academy training programme, **57%** 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, **53%** of our senior roles (Grades 5, 6, 7, 8, EX and CEO, from a range of 1 to CEO) are held by female employees. This shows an increase of **1%** from the last reporting cycle.

Our Current Gender Pay Gap

Gender pay gap information for the reporting period ending 5th April 2024

361

Total Headcount

Females: 227

62.9%

Males: 134

37.1%

Gender
Pay Gap

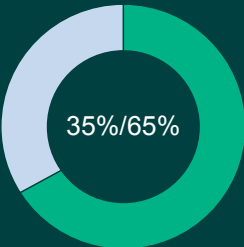
10.7%
Median

23.7%
Mean

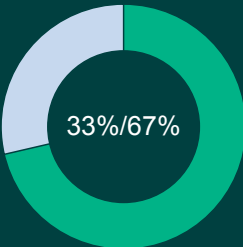
Bonus
Pay Gap

-1.34%
Median

37.22%
Mean



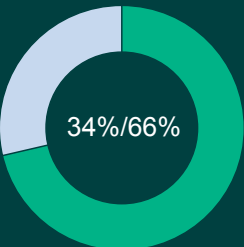
Lower Quartile
-0.2% Pay Gap



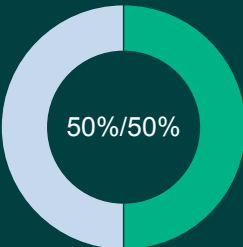
Lower Middle Quartile
-3.2% Pay Gap

85%

of male employees
received a bonus



Upper Middle Quartile
-1.2% Pay Gap



Upper Quartile
20.9% Pay Gap

81%

of female employees
received a bonus

Reporting our quartiles is legally required. Quartiles divide the list of earners using hourly pay, 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**

We are committed to paying our colleagues fairly and equally throughout all levels of the organisation and ensuring equality of opportunity for all, regardless of gender. We continue to work to improve our gender pay gap and focus our efforts on areas that these annual reports highlight. We commit to taking the following actions:

01

We will continue to report on this annually and will monitor our gender pay gap internally throughout the year, incorporating the wider global business.

02

We will continue to take action as necessary to proactively reduce the gap through actions such as development programmes, succession planning and salary benchmarking.

03

We will continue to attract and develop the widest possible talent pool, driving inclusion and equality throughout all of our processes.

04

We will continue to empower senior management to own and drive equality in the organisation.

05

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,
CEO, Clinigen Limited



Guy Strutton,
Chief People Officer, Clinigen Limited

About us.

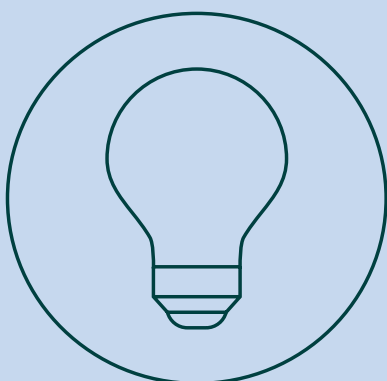


Clinigen is a global, specialist pharmaceutical services company focused on providing ethical access to medicines. Its mission is to deliver the right medicine to the right patient at the right time. The Group supports pharmaceutical and biotech companies across the medical product lifecycle, from clinical 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.



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For more information
on Clinigen, please visit
clinigen.com