CONCEPT LIFE SCIENCES

Concept Life Sciences Analytical & Development Services Limited
(Formerly Scientific Analysis Laboratories Limited)

Gender Pay Gap Report April 2017

Introduction

Legislation introduced in April 2017 requires all legal entities of 250 or more employees to publish their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings. For example, nationally women earn 18.4% less than men, so this would be reported as a gender mean pay gap of 18.4%. *Source: Office for National Statistics, 2017.*

The calculations that should be reported are set out below:

The **Mean Pay Gap** is calculated by adding up the hourly pay of all the women in an organisation and dividing by the number of women, doing the same calculation for the men and comparing the two figures.

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 and comparing the two figures.

Pay Quartiles should also be reported, using hourly pay, quartiles divide the list of earners ordered from lowest to highest into four equal groups. This shows where men and women are in the pay hierarchy.

The **Mean Bonus Gap**, being the difference between bonus payments made to women and to men, expressed as a percentage of men's bonus earnings.

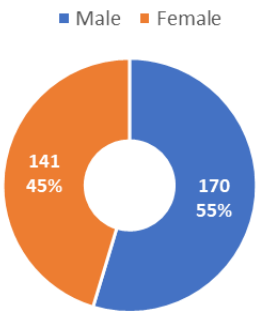
The **Median Bonus Gap** is calculated by finding the exact middle point between the lowest and highest paid bonus paid to eligible women and men, then comparing the two figures.

The **Bonus Proportions**, the number of men receiving a bonus payment versus the proportion of women receiving a bonus payment.

Our Statutory Disclosure at a glance

This analysis is based on **Scientific Analysis Laboratories Limited** who on the 5th April 2017 were the only legal entity within the Concept Life Sciences group to employ over 250 employees. Our proportion of male and female employees on this date was:

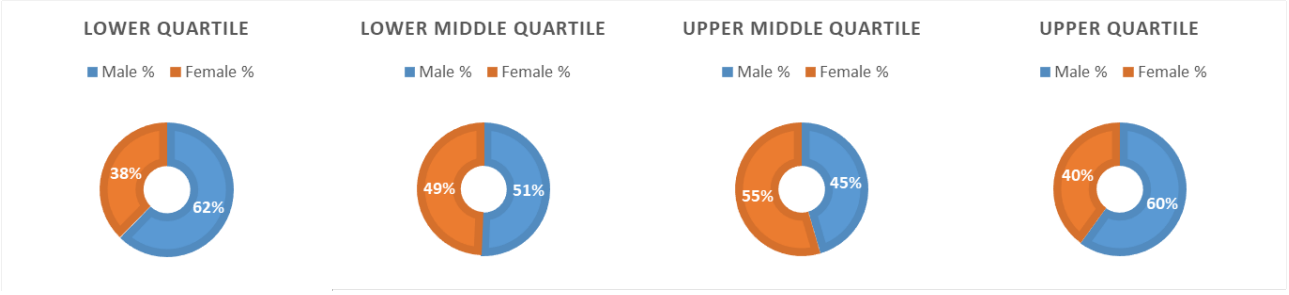
- Women – 141
- Men – 170
- **Total – 311**



Key Measures	Difference	Comments
Mean Pay Gap	20.0%	This shows that the gross hourly rate of pay for men is an average of 20% greater than women employees. This is based on full salary data for **all employees** employed as at April 2017 and so will be partly driven by the higher proportion of male employees.
Median Pay Gap	-3.0%	The mid point for the gross hourly rate of pay is 3% higher for women.
Mean Bonus Gap	46.0%	This refers to the bonus amount paid to male and female relevant employees during the 12 months prior to 05 April 2017, expressed as a percentage of the bonus pay paid to male relevant employees. Therefore the value in total paid to male employees was 46% higher. This is largely because more male employees were employed in roles eligible for a bonus payment at that time, than female employees.
Median Bonus Gap	54%	The mid point for the value of bonuses paid is 54% higher paid to male employees versus females as a result of those receiving a bonus being in more senior roles.
Bonus Proportion	11.0%	This shows the proportion of male eligible employees who received a bonus was 11% higher than the proportion of female eligible employees.

Proportion of females and males in each quartile band:

Quartiles (Gross Hourly Rate of Pay)	Male		Female		Total
	Count	%	Count	%	Count
Lower Quartile	48	62.34%	29	37.66%	77
Lower Middle Quartile	39	50.65%	38	49.35%	77
Upper Middle Quartile	35	45.45%	42	54.55%	77
Upper Quartile	48	60.00%	32	40.00%	80



Understanding our gap

Within the business formerly known as Scientific Analysis Laboratories Limited we have a mean gender pay gap of 20%. This is slightly higher than the UK average mean pay gap of 18.4%. *Source: Office for National Statistics, 2017.*

In the science and engineering sector, the mean average gender pay gap is 20%. See the following link for more information: https://www.newscientist.com/article/mg23731670-100-how-the-gender-pay-gap-permeates-science-and-engineering

Rather than simply publish the required data, we have chosen to examine our gender pay gap to determine the reasons for it and what we can do to address it. The analysis of our gender pay gap figures tells us that, rather than being driven by a pay issue, our mean pay gap is driven by the structure of our workforce for the following reasons:

- A history of fewer women than men undertaking the STEM (Science, Technology, Engineering & Maths) subjects in higher education, leading to fewer women than men in scientific positions. Every two years the Royal Society of Chemistry carries out a members' survey to collect reward data. In 2017, over 6,000 members responded and the sample was 72% male and 28% female. *Source: Royal Society of Chemistry – Diversity landscape of the chemical sciences.*
- Women hold fewer senior positions within the company than men. This is evidenced by a recent study that shows the average proportion of women in Science & Engineering management roles is 15%. https://www.wisecampaign.org.uk/resources/2017/10/women-in-stem-workforce-2017 Similarly our bonus gap is driven by fewer female employees in senior positions and business development roles where higher bonuses were paid for the 12 month period prior to the 5th April 2017.

Action

Whilst the results are in line with gender pay gap and bonus gaps in the sector in which we operate, we are committed to improving our gender pay and bonus gaps. The following steps are already in place to ensure, as far as possible, that these gaps can be narrowed. As part of a prior review of HR practices we identified that a gender pay gap would occur and we recognised that processes needed to be implemented to address this. Such actions include:

- New Family Friendly policies offering enhanced maternity pay, paternity pay and parental leave were introduced in 2016 as well as an updated flexible working policy.
- Our internal Management Development Programme has seen an increase in female participants. In 2016 & 2017 female participants accounted for 47% increasing to 56% for our planned 2018 cohorts. This is a six month programme aimed at developing our next level of management.
- We have a rigorous recruitment process to ensure that our recruitment is free from bias and provide training and toolkits for recruiting managers.
- We regularly conduct independent industry salary benchmarking exercises and monitor pay to identify pay differences taking action where appropriate.

- We increased the number of females recruited into senior management positions in 2017, examples include Group Head of Quality Assurance, Head of Program Management and Site Director roles.
- We have formed links with local colleges and schools to encourage female students into STEM careers.

Furthermore we can confirm that our full Group results are in representative of the results outlined in this report and we plan to report all Concept Life Sciences companies as required in 2019.

Declaration

We declare that Concept Life Sciences Analytical & Development Services Limited (formerly Scientific Analysis Laboratories Limited) gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Paul McCluskey

President

Sarah Taylor

Chief People Officer