

Gender Pay Gap Report 2023



Introduction

At The Binding Site, part of Thermo Fisher Scientific, we recognise that a positive approach to Equality, Diversity and Inclusion is not just the right thing to do, but a key enabler of our current and future success.

It's important to us that our workforce is reflective of the communities in which we operate and the customers, clinicians, laboratory staff and patients that we serve. Diversity in our workforce enables us to deliver innovative solutions to market through collaboration and a collective dedication to our mission, vision and values.

Our gender pay gap is an indicator of how we're doing, and although we've made good progress since we began reporting in 2018, we recognise that we still have work to do. By continuing to measure our progress we will use this data to drive impactful change.

Alongside gender, we are equally focused on our diversity in race, religion, sexual orientation and ability, and we celebrate our differences and diversity as one of our key strengths. We are committed to continually striving to provide a great place to work and an inclusive culture where all our colleagues can reach their full potential and thrive.



Stefan Wolf

President
The Binding Site, part of Thermo Fisher Scientific

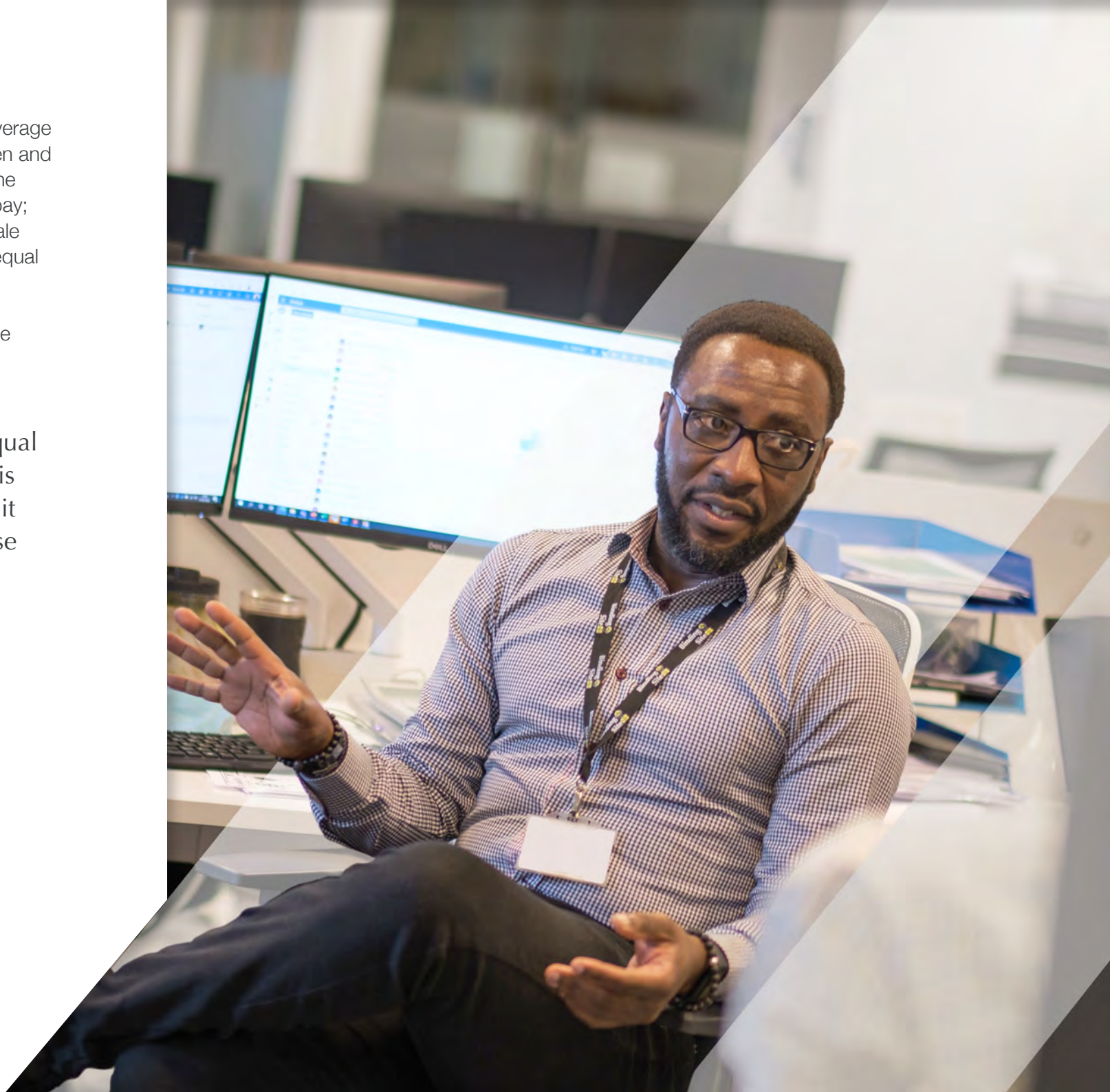


What is the Gender Pay Gap?

The Gender Pay Gap is the difference in average hourly pay and bonuses between all women and men across our UK-based organisation. The gender pay gap is not the same as equal pay; equal pay refers more specifically to a female colleague and a male colleague receiving equal pay for the same or similar job.

Pay assessment for all roles across our company takes place annually to ensure we maintain fairness and consistency.

We are confident that we have equal pay for work of equal value. This is important to us not only because it is a legal requirement, but because it reflects one of our core values; integrity - in everything we do.



The work force profile of our company by gender, by area

% of Male & Female employees in each department

Admin



Operations



QA & RA



Research & Development



Commercial

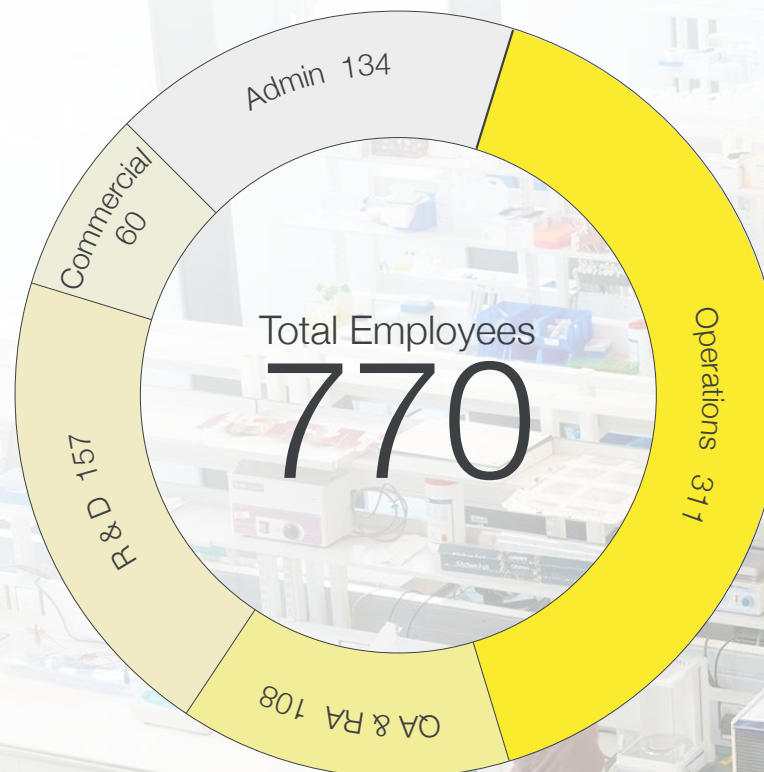


Total



The Binding Site Group (at 5 April 2022 in the UK as calculated by the legislation) employed 770 people of which 56% were women and 44% were men. We analyse our data by five functional areas, as shown above. This also shows the female and male split across those areas.

Number of employees by area



What does our Gender Pay Gap report show?

9.4% **14.2%**

Our Median Gender Pay Gap

Our Mean Gender Pay Gap

Our Mean Gender Pay Gap for 2022 continues to demonstrate a trending decrease from 2018.

Significant and UK company-wide pay review activity has had an impact on pay scales and we are continually placing focus on the development of our female colleagues to ensure we maintain and continue to deliver on our promote-from-within ethos.

Our Median Gender Pay Gap has increased by 3.4% since 2021. This is largely due to an increased number of females joining us in entry level roles over the last year.

However, we have also seen an increase in the percentage of females within our upper and second pay quartiles since our last report, which is positive.

	April 2021	April 2020	April 2019	April 2018
National Gender Pay Gap	15.4%	15.5%	17.4%	17.8%
Our median	6%	4.2%	5.2%	4.6%
Our mean	16.2%	17.6%	17.6%	21%

%of Male & Female employees in each pay quartile

First Quartile



Second Quartile



Third Quartile



Fourth Quartile



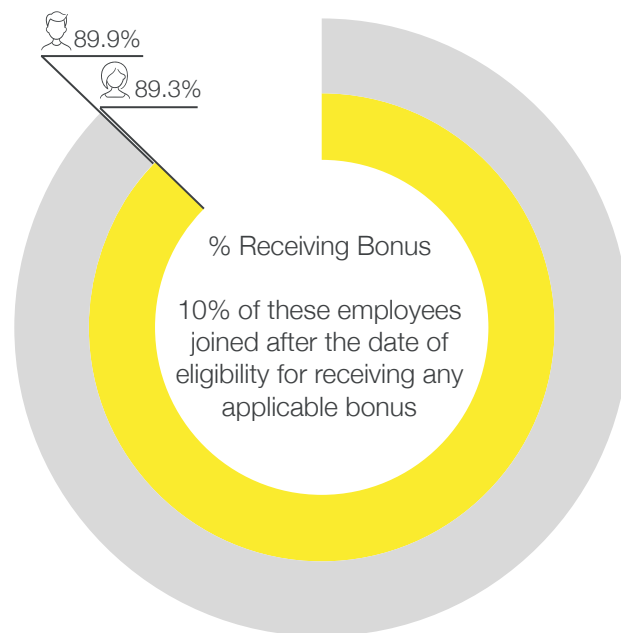
Definitions:

The measures we use to determine our gender pay gap are given to us by Government so that all companies report in the same way.

- The 'mean' is the difference between the average hourly earnings.
- The 'median' is the difference between the midpoints in the ranges of hourly earnings. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The same measure of mean and median is applied to bonuses.

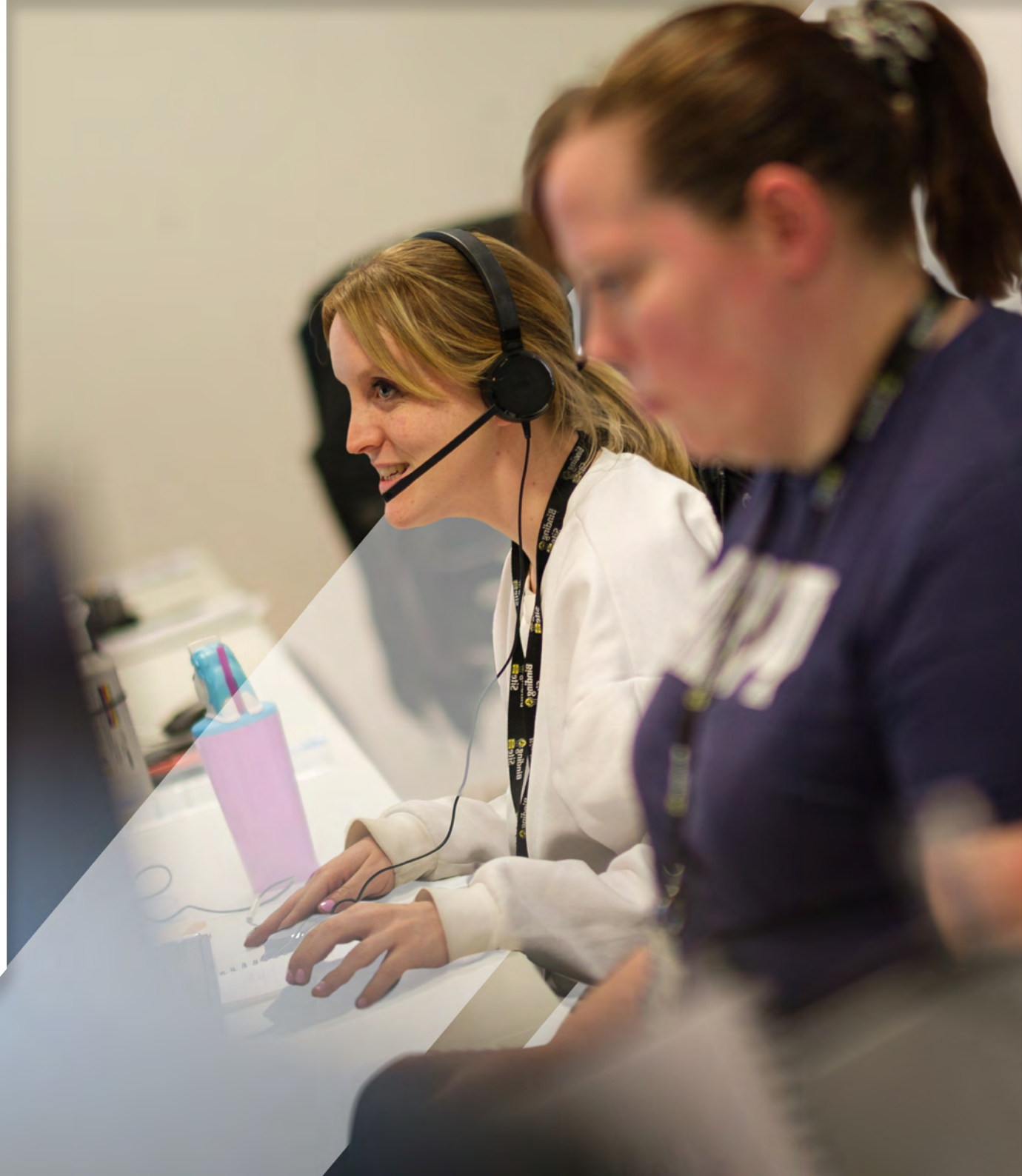
Bonus Gender Pay Gap



Mean Bonus Gap	27.8%
Median Bonus Gap	0%

All employees within our business were eligible to earn a bonus in 2022, subject to certain criteria.

In 2022, 83.8% of our eligible female workforce and 83.7% of our eligible male workforce earned a bonus in the year. We saw the mean bonus gap reduce by 1.9% from 2021 due to a further increase of females in our upper pay quartile.



What is driving the data?

We're pleased to have seen improvements in our mean gender pay gap and bonus gender pay gaps since our 2021 report.

This demonstrates that the actions we have been taking as part of our Equality, Diversity and Inclusion work are helping us to drive change and create a more inclusive working environment.

The key influences on our pay gaps are:

- There are more men than women in senior and higher paid roles.
- Colleagues at senior level benefit from the bonus scheme – driving our mean bonus pay gap.

Our gender pay gap reflects the shape of our organisation and the industry. However, we are taking steps to increase the pipeline of female talent and develop this talent internally to improve female representation at a senior level.

The implementation of our Apprenticeship Scheme in 2017 continues to be a great success, with 60% of our apprentices being female at the time of reporting. This success will take time to be reflected in our median measure as we continue to nurture and develop this talent internally.



Next Steps: What are we doing about our Gender Pay Gap?

Since our 2021 report we have seen an increase in senior female presence within the upper pay quartile through progression and development. Overall, of our internal promotions, 60% have been roles assumed by female colleagues.

This gives us confidence that we are building a progressive culture that supports gender diversity, however, we still have work to do. We are taking several actions to ensure that we continue to drive change, including:

- Building momentum through our Equality, Diversity and Inclusion working groups, who provide support and guidance for all underrepresented groups within the business and play an important role in promoting understanding and awareness.
- Reviewing our recruitment activity to ensure that we do not discourage any group from applying. We do this by ensuring that the language used within our adverts is gender neutral and does not exclude prospective applicants.
- Encouraging a healthy work/life balance for all colleagues and enabling flexible working where appropriate. Nearly 20% of our employees take up flexible working options because we understand how crucial this flexibility can be to enable colleagues to manage their life responsibilities around work.

- Continuing our pay review process to ensure that gender and other protected characteristics are considered at each review and that we are consistently tackling this issue.
- Raising awareness through training initiatives in areas such as Neurodiversity and Menopause, which are available to all colleagues.

Conclusion

Whilst we are pleased with the positive direction of your Gender Pay Gap, we recognise that there is still much to do. We are committed to addressing systemic barriers to ensure equitable pay across our business and look forward to making our organisation a better place to work.

Follow us on



March 2023