



# 2024 Gender Pay Gap Report

## What is gender pay reporting?

The gender pay gap measures the difference between the average pay of all men and women in a company. From April 2018, any company with more than 250 employees is required to publish their gender pay information.

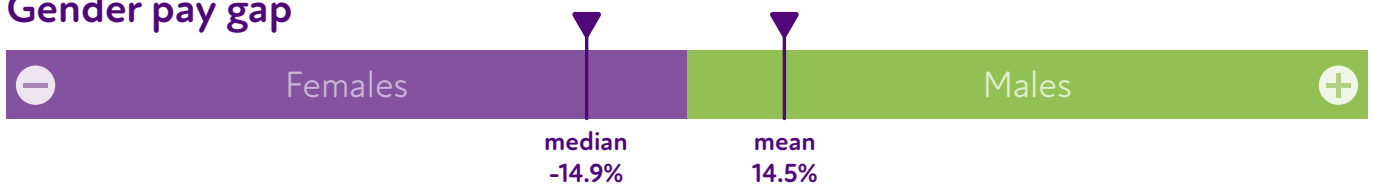
Often the gender pay gap is confused with unequal pay. Unequal pay is when one gender is paid less than the other for the same work, unlike the gender pay gap, which measures the difference in earnings at the company level, which is calculated by comparing the pay of employees on a case by case basis.

*Sciensus Logistics is now its own legal entity as a subsidiary of Sciensus Pharma Services Limited and as such requires reporting separately, however this report is based on the combined data to encompass the true nature of the Gender Pay Gap at Sciensus.*

## What is the gender pay gap at Sciensus?

Difference between males and females

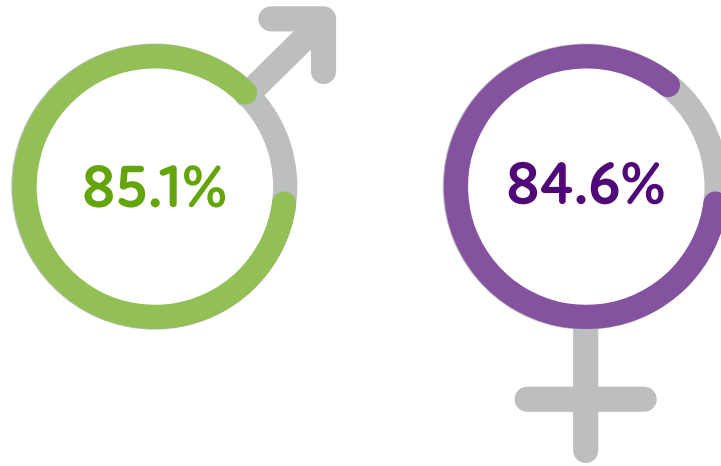
### Gender pay gap



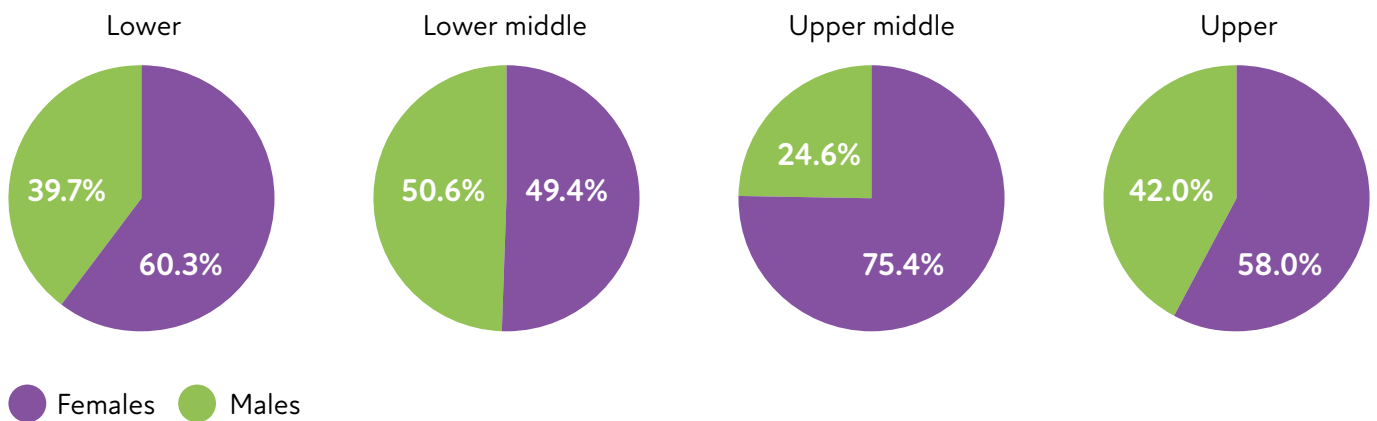
### Gender bonus gap



## The proportion of employees in Sciensus receiving a bonus is:



## Proportion of males and females per earnings quartile:



## Supporting Information

The Mean Gender Pay Gap for Sciensus Logistics is 2.9%, with 90.5% of men filling roles as logistics drivers in that entity.

For Sciensus as a whole, the mean Gender Pay Gap has increased by **2.1** percentage points from 2023 Snapshot date to **14.5%**, back to a similar figure from 2022.

In the last 12 months since the snapshot date, the number of females in the Exec team has doubled, and there continues to be a high number of females on the Senior Leadership Team. We have

introduced a Women in Leadership course, as well as flexible and hybrid working to give females more opportunity to work in senior roles. In April 2024, **24%** of the top 25 paid employees were female, a **50%** increase from 2023.

A **14%** increase in males and **2%** increase in females in the workforce has reduced the male/female population split by 2 percentage points to **61%** female. The percentage of managers that are female has only reduced by **1.8** percentage points whilst overall, the number of managers has reduced by **12%**, and the percentage of males that are managers has reduced by **19.8%**.

The bonus pay gap continues to be skewed by a high proportion of males at senior levels, therefore receiving higher bonus percentages of a higher salary, although the number of males and females receiving bonuses was the same. Of the top 10, only 1 was female. However, of the top 25, the percentage of females increases to **28%**.

**39%** of females are eligible for a car or car allowance, either due to their grade or role, compared with less than **19%** of males. Of the females that are eligible for a car or car allowance, nearly **62%** choose a car, compared to just under **43%** of males. Car allowance is included in the gender pay calculation; however, company car value is not, meaning that the average hourly rates for **24%** of females is detrimentally impacted, compared with only **8%** of males.

Over **25%** of the female workforce are part time, compared with less than **6%** of males. While this bears no impact on women's hourly basic pay, research from the ONS (2024) has shown that the gap between full time male and female hourly rates gradually increases in the years after parents have their first child. Studies show that women are typically paid less after returning to work, with fewer opportunities for promotions and leadership roles available. Flexible working can help reduce the gender pay gap by supporting women's continued workforce participation and providing them with the flexibility to balance personal and professional responsibilities, while also allowing men to share caring responsibilities, leading to a more balanced workforce.

## What is Sciensus doing to address its gender pay gap?

Sciensus continues to support all colleagues in their development and maintains a fair and equitable approach to pay and benefits, regardless of gender.

In 2024 we achieved the National Equality Standard (NES), which is a testament to our underlying policies and practices which will continue to support closing the gender pay gap.

All leaders across the organisation are being accelerated through our bespoke leadership development programme to enhance our capability across our line manager portfolio and further their own careers - and those of their teams. This will provide equal opportunity for all to progress their careers. Sciensus has also launched a Women in Leadership course and continues to promote flexible working practices and hybrid working to all colleagues.

Our EDI ambitions focus on talent attraction and retention, leadership, access to training and development and career development. Under these pillars we have specific actions relating to gender, which focuses on breaking down barriers women face at each of stage of their employment with us. Our aim is for these actions to materially reduce the pay gap.



## In addition to our actions within the EDI strategy, we will continue our actions in the following areas:

- 1 We continue to offer internal applicants opportunities to progress their careers with internal recruitment campaigns
- 2 We continually increase the capability of all employees, aligned to our Job Families framework, enabling opportunities for all
- 3 We continue to offer flexibility
- 4 We are engaging with a third party reward consultancy to develop our pay transparency agenda
- 5 We are reviewing our grade structures and benchmarking processes to enable transparency in the future
- 6 We continue our work to maintain our NES accreditation, with support from EY, strengthening our policies and practices to encourage development of female leaders

## Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements:



**Jackie Reeves**  
Human Resources Director