

Envision Pharma Group Limited

UK gender pay report 2020/2021

In our first year of reporting, Envision Pharma Group (EPG) is committed to diversity and inclusion in all aspects of employment.



What is the gender pay gap?

The gender pay gap is the difference in average hourly pay between men and women, irrespective of role or seniority expressed as a percentage of men's average earnings.



Is the gender pay gap the same as equal pay?

No, the gender pay gap is different from equal pay. Employers must pay men and women equally for work of the same value. We are confident that we pay men and women equally for doing the same or equivalent work.



Why is EPG reporting its data?

Companies with over 250 employees in England, Scotland, and Wales are required to report their gender pay and bonus data on an annual basis. EPG is required to report its data for the first time this year.

What data must be reported?

Mean gender pay gap

The difference between average hourly earnings of men and women as at April 5, 2020

Mean bonus pay gap

The difference between average bonus pay paid to men and women in the 12 months up to April 5, 2020

Median bonus pay gap

The difference between midpoints in the ranges of bonus paid to men and women in the 12 months up to April 5, 2020

Median gender pay gap

The difference between midpoints in the ranges of hourly earnings of men and women as at April 5, 2020

Proportion of male and female employees paid a bonus

In the 12 months up to April 5, 2020

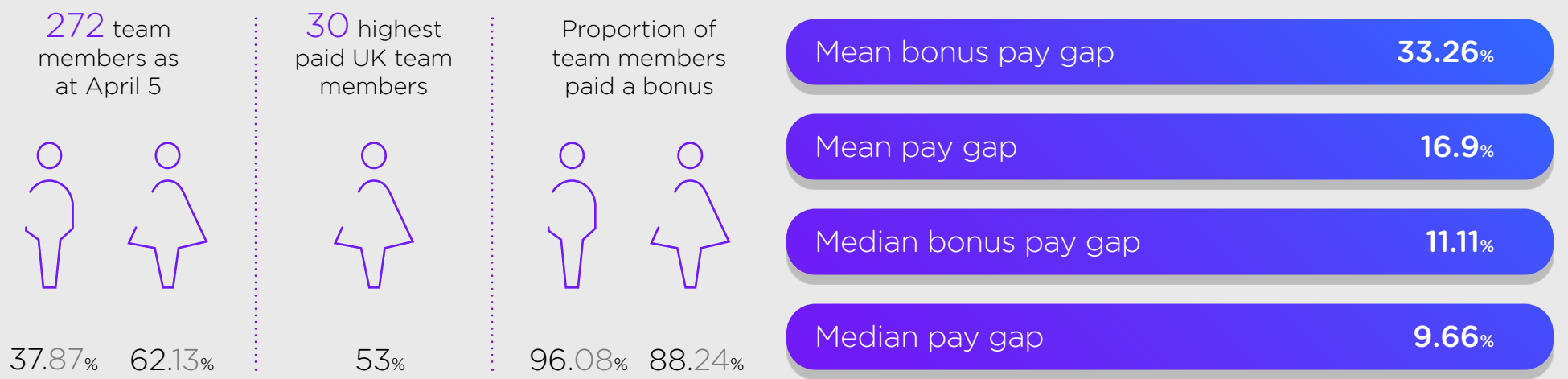
Pay quartiles gender split

Pay rates from the lowest to highest in four equal size groups with the percentage of men and women in each quartile

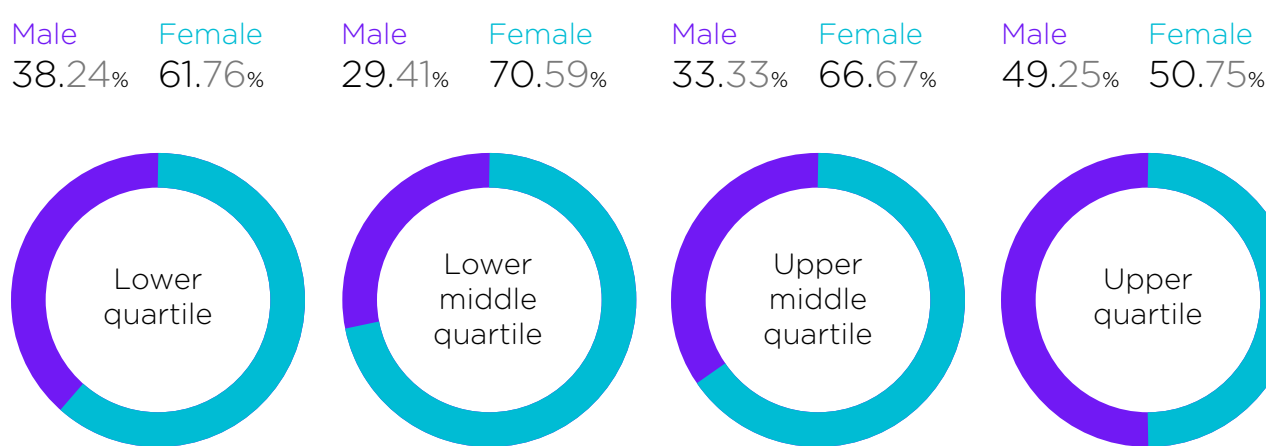
The [median gender pay gap](#) for all employees in the UK is 15.5% in 2020 (Office of National Statistics). The median indicates a typical situation and is not distorted by high or low rates of pay and provides a more realistic picture. The [mean gender pay gap](#) in the UK is 14.6%.



Envision Pharma Group UK calculations and information snapshot date: April 5, 2020



Pay quartile gender split



- More men than women in senior roles historically in the UK impacting gender pay gap
- Senior roles typically have global responsibility reflecting difference in pay and bonus
- Global organization with more team members in the US. The majority of senior roles are in the US

What is Envision Pharma Group doing to address the gender pay gap?

EPG is committed to equal opportunities for all our team members regardless of gender.

A culture where all our team members have access to the same opportunities is extremely important to us.

Career progression

Career progression is based on merit and accompanied by training and development opportunities.

- The gender profile of promotions tracks with our gender profile for the organization
- Core and technical skill training is available online and in a virtual classroom format
- Foundation and Next Level leadership development programs are in place

Flexible working

EPG has always supported flexible working, for example through remote working and part time working. Our Flexible Working Framework launched in 2019 continues to allow team members to adapt their working arrangements to support themselves, their team, and our clients to be committed to providing a flexible working environment. Flexibility is actively encouraged.

Recruitment

EPG attracts a diverse pool of candidates, and selects the right candidates through a fair and balanced process.

A program of training for hiring managers to be launched including diversity and inclusion training.