

# Envision Pharma Group Limited

UK gender pay report 2021

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.

## What data must be reported?

### Mean gender pay gap

The difference between average hourly earnings of men and women as at April 5, 2021

### Mean bonus pay gap

The difference between average bonus pay paid to men and women in the 12 months up to April 5, 2021

### 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, 2021

### Median gender pay gap

The difference between midpoints in the ranges of hourly earnings of men and women as at April 5, 2021

### Proportion of male and female employees paid a bonus

in the 12 months up to April 5, 2021

### Pay quartiles gender split

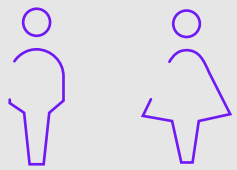
Pay rates from the lowest to highest in four equal size groups with the percentage of men and women in each quartile

The [median gender pay gap](#) for all employees in the UK increased to 15.4% in 2021 (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 13.58%.



# Envision Pharma Group UK calculations and information snapshot date: April 5, 2022

342 team members as at April 5



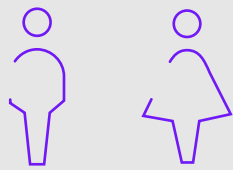
39.01% 61.99%

30 highest paid UK team members



50%

Proportion of team members paid a bonus



89.23% 86.79%

Mean bonus pay gap 7.58%

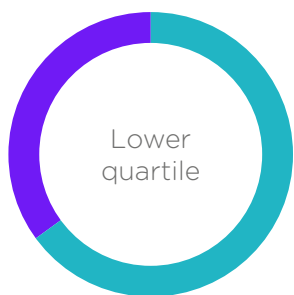
Mean pay gap 13.58%

Median bonus pay gap 1.57%

Median pay gap 10.43%

## Pay quartile gender split

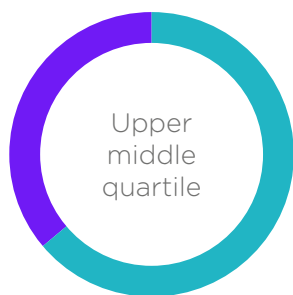
Male 34.88% Female 65.12%



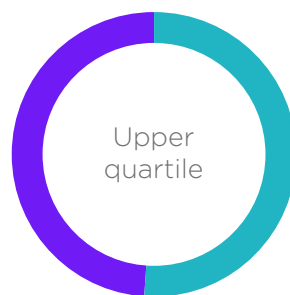
Male 32.56% Female 67.44%



Male 36.05% Female 63.95%



Male 48.81% Female 51.19%



- More men than women in senior roles historically in the UK impacting gender pay gap
- Bonus payments made in 2020 were restricted to referral bonus and top up bonus in November 2020
- 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. We will continue to support approaches in the following areas:

### 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 and hybrid working

EPG continues to evolve its response to flexible and hybrid working. We recognize the importance of providing a balance in how we work.

In-person interactions, boundaries between work and home, as well as flexibility around when, where, and how we work are all important factors that are considered. We actively encourage, empower, and trust our team members to collaborate on solutions that support them, their colleagues, and our clients.

### Diversity, equality, inclusion, and belonging

A program of training resources will be launched in 2022 to create a common understanding of these topics and will include:

- Cultural diversity, inclusion, and belonging at work
- Working across cultures
- How to recognize and overcome bias
- How to avoid bias in talent recruiting and employee development
- How to build better relationships with your manager and co-workers