

Piramal Healthcare UK Limited

Gender Pay Reporting

Following the introduction of legislation last year, all organisations who employ more than 250 employees are required to publish details, annually of their gender pay gap.

The information provided below complies with this requirement and is based on data related to the snapshot date of 5 April 2018.

There are key metrics that are analysed and the results for the UK (Morpeh and Grangemouth combined), show the following information:

Difference in mean pay of men and women	9%
Difference in median pay of men and women	8%
Difference in mean bonus pay of men and women	16%
Difference in median bonus pay of men and women	4%

	Male	Female
Number of male and female employees	66%	34%
Proportion of men and women who received a bonus payment	89.5%	92%
Proportion of men and women split across four quartiles is as follows:		
○ Upper quartile	75%	25%
○ Upper middle quartile	76%	24%
○ Lower middle quartile	59%	41%
○ Lower quartile	59%	41%

The data stated above has been calculated by using the mechanisms set out in the gender pay reporting legislation and issued from Gov.uk.

When compared to last year our mean difference in pay has improved and has changed from a 14% gap to a 9% gap. Our median difference has also improved moving from 9% to 8%.

This change can be explained by the reduction of the number of men and an increase of women, employed in the upper pay quartile.

If we look at the bonus data we can see that there is a reduction in the number of male and female employees who received a payment. This can be explained by the introduction of new rules which stated that:

- Employees who join on or between 1st January and 31st March will not be eligible.
- Bonus will only be paid out to employees who are on the payroll of the company on the date of disbursement.

The mean difference in bonus between male and female employees has increased on the previous year's data. The data shows us that the amount overall paid to males has increased, which will be the cause of the change. This will be related to the fact that female employees have increased in the lower quartiles, which will therefore have an impact as the bonus opportunity is less.

We can compare our results to data gathered by the Office for National Statistics which states that the median gender pay gap for full time employees is 8.6% and the mean is 13.7%. The gap comparing all working women to men (including part time employees) is 17.9%. They also show data for the pharmaceutical industry as having a median gap of 13.8% and a mean gap of 12.2%. As you can see our results are a great deal better than the national average.

This will be due to the salaries of a large proportion of our workforce being set by our salary matrix which does not allow for any gender bias. The differences that we do have in our pay between males and females are due to there still being more male's employed, particularly at the Morpeth site, than females.

We ensure that recruitment decisions are made based on skills and experience for the role rather than gender. The only exception to this being any areas where for health reasons only male employees work. Parts of our company have historically attracted male employees however we are really pleased that in the past year we now do have our first female API Operator and hope that the gender balance may continue to change in the future.

I confirm that this information is accurate.

Signed:  _____
Chris Leahy, Vice President for Finance