

**FUJIFILM Diosynth Biotechnologies UK Ltd  
 Gender Pay Gap Report 2018**

This is the second year UK companies with over 250 employees have to report on their gender pay gap. This report provides a snapshot of the gender pay balance within the Company as at 5 April 2018. It measures the difference between the average pay of all male and female employees, irrespective of their role or seniority, as well as the difference in bonus pay and the gender distribution of staff across four pay quartiles.

At Fujifilm Diosynth Biotechnologies UK we are committed to our people and ensuring that everyone no matter what their background or gender – has an opportunity to develop. We are confident that our gender pay gap is not caused by men and women being paid differently to do the same job but is driven instead by the structure of our workforce.

**We are confident that our pay gap is not caused by men and women being paid differently to do the same job.**

Like many organisations within our sector we have a gender pay gap. We are pleased that the level of difference compares favourably to the national average for comparative sectors and many of the particular roles that make up our workforce.

However we are committed to reducing the gender pay gap. It is noted that our gender pay gap exists primarily due to a higher proportion of males within the upper quartile. In many cases this is due to length of service and age factors.

**Our key data is presented below:**

As of the snapshot date (5 April 2018) the table below shows our overall mean and median gender pay gap based on hourly rates of pay. These figures include allowances such as shift payments.

The percentage shown is the difference in overall mean and median pay and bonus between men and women.

**Pay Difference:**

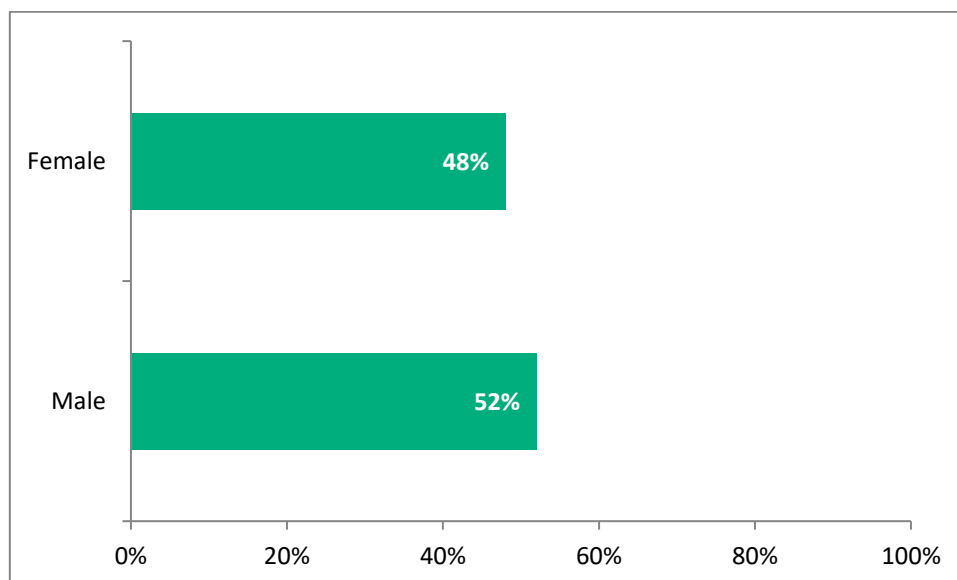
Gender Pay Gap Difference	
Mean	16.82%
Median	10.80%

Percentage of males & females within each quartile	Male	Female
Upper	69%	31%
Upper Middle	53%	47%
Lower Middle	52%	48%
Lower	36%	64%

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### Our Workforce

Our gender split across the workforce is summarised below:



Over time we are proud to have seen the Company develop to one in which we now have an almost even split of male and female staff, this has not changed since our first report in 2017. We hope to continue to attract the best people from all backgrounds and with all characteristics to work with us at Fujifilm.

In 2018 we grew the business significantly with 154 new starters across the business. Of those 154 staff, 42.21% were women.

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## Bonus Pay:

The vast majority of our workforce receive a bonus.

	Male	Female
% who received a bonus	85%	83%

Gender Pay Bonus Difference	
Mean	54.30%
Median	14.97%

As we have a high percentage of males within our upper quartile this will impact on gender pay gap for bonus payments. Bonus payments are also calculated on actual sums paid and therefore don't reflect a pro-rating for part time staff. The vast majority of our part time workers are female and the pro-rated bonuses for these staff contribute to the differential in bonus pay.

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## Moving Forward

Fujifilm Diosynth Biotechnologies is committed to improving equality across our workforce. This is embodied in our People Strategy which aims to create an engaged, motivated and competent workforce.

During 2018 we have continued to train our managers on Effective Recruitment & Selection. The objective of our Recruitment and Selection policy is to ensure that we can be confident appointment and promotion decisions within our business are fair, transparent and justifiable. Our managers now have a greater awareness of the impact of 'unconscious bias' and have confidence in ensuring the methods of attracting and selecting candidates to ensure that we consider a range of applicants who meet the requirements of the role.

Equality and Diversity is an important part of our people strategy and we will be doing some specifically focused work on this area in year three of the strategy by updating our equality and diversity policy and providing specific training to our staff and managers.

As an organisation we are committed to developing the workforce of the future and we are proud to note that 75% of our current cohort of apprentices are female.

I confirm that the details included in this report are accurate.



**Paul Found**  
Chief Operating Officer