

## Fujifilm Diosynth Biotechnologies UK Ltd

### Gender Pay Gap Report 2019

This is the third 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 2019. 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. We are pleased to report that this has decreased since 2017 from 73% to 67%. We are also pleased to note that since 2018 our Leadership Team now comprises of 42% of females which is a significant increase and closely represents our Company gender mix profile.

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#### **Our key data is presented below:**

As of the snapshot date (5 April 2019) 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	14.30%
Median	13.20%

Percentage of males & females within each quartile	Male	Female
Upper	67%	33%
Upper Middle	55%	45%
Lower Middle	57%	43%
Lower	38%	62%

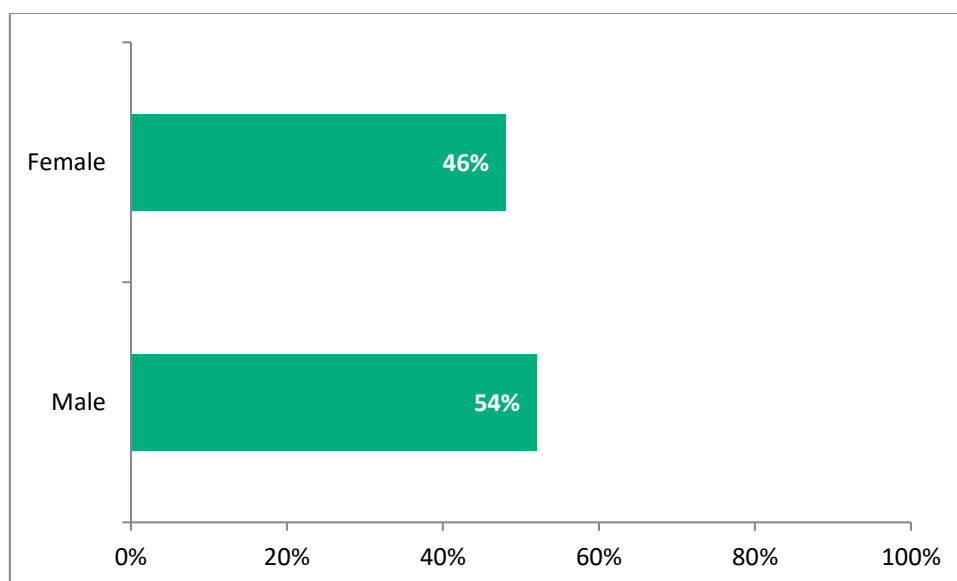
We are pleased to report that our mean gender pay gap difference has decreased from 16.82% to 14.30% and is below the UK national average of 16.2%.

Our median has increased because of the high volume of new starters in entry level roles. These roles are paid less when compared with existing employees. Males versus female ratio of these new starters; males are paid a slightly higher hourly rate.

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## Our Workforce

Our gender split across the workforce is summarised below:



We are proud to have a workforce which has an almost equal split between male and female staff. We strive to attract the best people from all backgrounds and continue to build a diverse and inclusive workforce at Fujifilm.

In 2019 we grew the business significantly with 107 new starters across the business. Of those 107 staff, 43.5% were women.

## Bonus Pay:

The vast majority of our workforce receive a bonus.

	Male	Female
% who received a bonus	72%	78%

Gender Pay Bonus Difference	
Mean	63.9%
Median	14.36%

As we have a high percentage of males within our upper quartile, including our CEO and COO, 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.

The % of employees who received a bonus has decreased since 2018 however this is due to significant business growth and an increase to headcount in 2019.

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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 2019 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. We will look at our pay structure to develop a fairer and more consistent way of dealing with the salaries of new starters.

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 50% of our current cohort of apprentices are female.

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

A handwritten signature in black ink, appearing to read 'Paul Found', with a stylized flourish at the end.

**Paul Found**  
**Chief Operating Officer**