

Fujifilm Diosynth Biotechnologies UK Ltd

Gender Pay Gap Report 2023

This is the sixth 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 2023. 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.

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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 61%. We are also pleased to note that since 2018 our Leadership Team now comprises of 50% of females which is a significant increase and closely represents our Company gender mix profile.

Our key data is presented below:

As of the snapshot date (5 April 2023) 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	7.63%
Median	5.69%

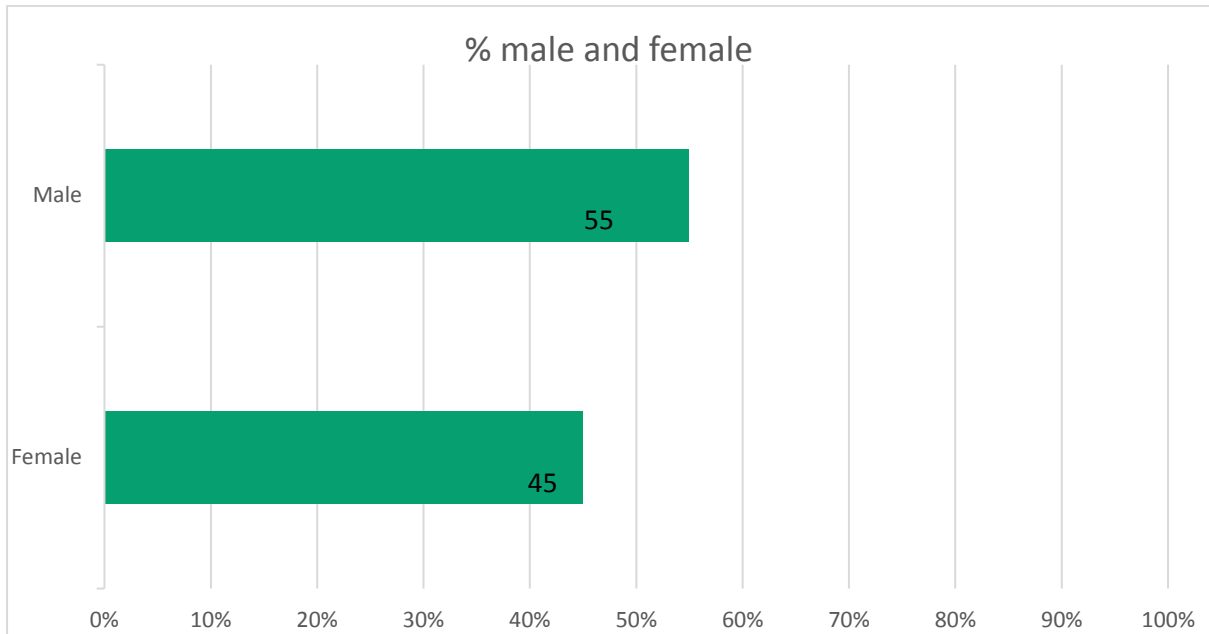
Percentage of males & females within each quartile	Male	Female
Upper	61%	39%
Upper Middle	58%	42%
Lower Middle	55%	45%
Lower	46%	54%

We are pleased to report that our mean gender pay gap difference has decreased from 7.90% to 7.63% and is below the UK national average of 15.5%.

We have seen a change in our median from 5.48% to 5.69%. We do still have a high volume of new starters at entry level which are paid less when compared with existing employees.

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 2023 we continued to grow with 62 new starters across the business. Of those 62 staff, 31% were women.

Bonus Pay:

The vast majority of our workforce receive a bonus.

	Male	Female
% who received a bonus	84%	86%

Gender Pay Bonus Difference	
Mean	45.87%
Median	3.71%

As we have a high percentage of males within our upper quartile, including members of the GLT, 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 increased slightly since 2022 as more employees qualified for a bonus payment.

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 2023 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 that 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 have also reviewed our pay and grading structure and a new pay model was introduced in 2022. This has provided a fairer and more consistent way of dealing with the salaries of new starters. We have committed within our People Strategy to complete a review of the pay model against market force data every two years. The first review will take place in 2024.

Equality and Diversity is an important part of our people strategy. We have already partnered with Stonewall, and we have updated our equality, diversity and inclusion policy. We have rolled out e-learning to all employees on equality, diversity and inclusion in the workplace and also developed further policies and guidance to support our strategy.

As an organisation we are committed to developing the workforce of the future and we are proud to note that 38% of our current cohort of apprentices are female.

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

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Signing Reason: I approve this document
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