

## **Global Life Sciences Solutions Operations UK Ltd**

### **Gender Pay Gap Report 2021**

Global Life Sciences Solutions Operations UK Ltd (the "**Company**") is part of Cytiva, which is a global business whose focus on customer-centric innovation and collaboration makes it a trusted partner in the research and development of life-saving vaccines, biologic drugs, and novel cell and gene therapies. From idea to commercial development, Cytiva's job is to supply the tools and services researchers and biopharmaceutical producers need to work better, faster and safer. We are committed to creating an inclusive and diverse workforce everywhere we do business and to paying our employees fairly

The UK is an important market for the Cytiva business.

Our Global Life Sciences Solution Operations UK Ltd entity covers many UK based sites including research and production sites in Stevenage and Cambridge, an office in Maidstone as well as our head office in Amersham where many of our enabling functions and management teams are based. This entity also covers employees from our field-based population, typically our customer-facing employees in the Sales and Service organisation.

We continue to be committed to ensuring we have an inclusive environment that represents all by taking meaningful actions and steps such as:

- Regular pay equity reviews
- Family-friendly policies that offer significant support to parents: 26 weeks of enhanced maternity / shared parental leave, up to 10 days of paid dependant emergency care leave, 8 weeks of enhanced paternity and partner leave
- Offer flexible and hybrid working across the business
- The Danaher Women + Friends Europe Associate Resource Group where sessions and networking are promoted
- Having a local UK-based Women + Friends champion
- Inclusion and Diversity training modules for all
- Celebrating and promoting special dates such as International Women's Day
- Regular review and assessment of diversity metrics and progress
- Female representation at a global executive level
- Diverse representation of candidates for all vacancies during the hiring process, meaning that there should be at least two female candidates for each vacancy

The Company's compensation programs and practices are designed to attract associates, motivate and reward performance, drive growth and support retention, and cultivate an inclusive culture with equal employment opportunities for applicants and employees. A commitment to diversity and inclusion is a key leadership competency at the Company, and we take steps to review and ensure that our employees receive equal pay for equal work.

Closing the overall gender pay gap is different from ensuring equal pay for equal work. It involves the challenge of making sure that men and women are represented at all levels throughout the organisation, particularly in leadership roles that tend to carry higher market rates of pay. We are taking steps to ensure that we are attracting, hiring and promoting diverse talent throughout our system, so we can make progress towards closing a representation gap reflected in the pay report. This is a broader challenge facing many companies in our sector, and for skilled trades occupations in general, where the overall gender pay gap resulting from fewer women in higher-paid roles is often higher than even the overall UK national average.

The Company looks forward to sharing future progress on our commitment to ensuring that everyone has an equal opportunity to progress to senior or highly-paid positions.

Diversity and inclusion underpin our core values and we are dedicated to building and sustaining a truly diverse and inclusive culture.

**2021 gender pay gap data:**

Mean pay gap	17.8%
Median pay gap	12.6%

Mean bonus gap	44.3%
Median bonus gap	29.9%

Proportion of men receiving bonus	83.2%
Proportion of women receiving bonus	78.5%

Pay quartiles	% Men	% Women
Upper quartile	65.3%	34.7%
Upper middle quartile	59.8%	40.2%
Lower middle quartile	54.9%	45.1%
Lower quartile	44.3%	55.7%

**Declaration**

I confirm that the data reported by Global Life Sciences Solutions Operations UK Ltd is accurate.

Signed:



Maria Khoury  
Managing Director, Global Life Sciences Solutions Operations UK Ltd