

Global Life Sciences Solutions Operations UK Ltd

Gender Pay Gap Report 2023

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 associates 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:

- A dedicated Inclusion and Diversity Leader was appointed who will be responsible for implementing and sustaining proactive measures and practices across the business around gender pay, driving progression and ensuring representation and equity of male and female associates across all levels.
- Regular pay equity reviews
- Family-friendly policies that offer significant support to parents: 26 weeks of enhanced Maternity/ Shared Parental/ Adoption Leave. 8 weeks of enhanced Paternity/Partner Leave. Up to 10 days paid Dependents Leave to be used in sudden or emergency circumstances.
- Full bonus payment to associates on Maternity Leave.
- Enhanced benefits offering provided by the Company to all associates. This is designed to attract and retain talent within the business, as well as being market competitive, fair, enabling flexibility of choice and improving wellbeing support, with a view to driving an inclusive culture within the Company.
- Offering hybrid and remote working job roles for positions not required to be on-site.
- The Women + Friends Europe Associate Resource Group, driven by a steering group across the Company to drive an inclusive culture across the business to enable women to achieve their aspirations and delivering on the pillars of The Women + Friends Europe Associate Resource Group.
- A group of UK based Women + Friends Champions across the two UK Cytiva entities.

- Continuing to provide cultural awareness and inclusion training programs for all managers during 2023 and 2024.
- Celebrating and promoting awareness days through events such as International Women’s Day.
- Regular review and assessment of diversity metrics and progress to strive for continuous improvement.
- Diverse representation of candidates for all vacancies for all roles posted internally and externally.
- Training provided for all Hiring Managers when recruiting for roles.
- Targeted and focused training for People Leaders on completing robust performance and development objectives for their associates. This assists People Leaders in understanding developmental needs to assist in career growth for women, as well as enabling effective succession planning within the Company to develop, sustain and retain the talent pipeline.

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 associates. A commitment to diversity and inclusion is a key leadership competency at the Company, and we take steps to review and ensure that our associates 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 any representation gaps. 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.

2023 gender pay gap data:

Mean pay gap	19.2%
Median pay gap	16.5%

Mean bonus gap	39.5%
Median bonus gap	23.9%

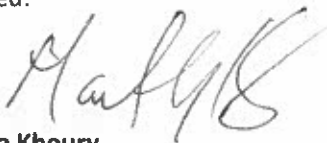
Proportion of men receiving bonus	93.4%
Proportion of women receiving bonus	96.1%

Pay quartiles	% Men	% Women
Upper quartile	67.3%	32.7%
Upper middle quartile	60.7%	39.3%
Lower middle quartile	54.7%	45.3%
Lower quartile	47.0%	53.0%

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