



# Gender Pay Gap Report 2019

# Foreword

This Report contains Thermo Fisher Scientific's statutory disclosure of the gender pay gap for our businesses within the UK. All companies with 250 or more employees are now required to publish their gender pay gap under legislation that came into force in April 2017. At Thermo Fisher Scientific, we welcome and support gender pay gap reporting, as we have long been committed to equal opportunities. This Report provides both the statutory disclosures required of Thermo Fisher Scientific, as well as further context around our pay practices.

We confirm that our gender pay gap calculations are accurate and meet the requirements of the methodology set out in The Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

*Signed:*  
Katy Preston  
Senior Director HR—UK  
On behalf of Thermo Fisher Scientific

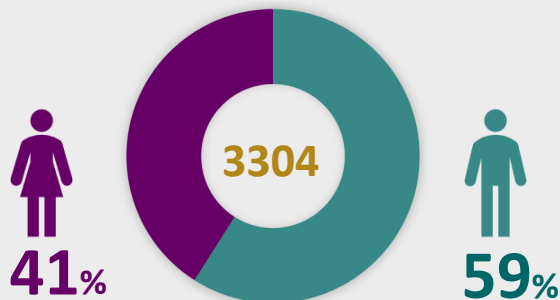


**Thermo Fisher Scientific Inc.** is the world leader in serving science, with annual revenue exceeding \$25 billion. Our Mission is to enable our customers to make the world healthier, cleaner and safer. Whether our customers are accelerating life sciences research, solving complex analytical challenges, improving patient diagnostics and therapies or increasing productivity in their laboratories, we are here to support them. Our global team of more than 75,000 colleagues delivers an unrivalled combination of innovative technologies, purchasing convenience and pharmaceutical services through our industry-leading brands, including Thermo Scientific, Applied Biosystems, Invitrogen, Fisher Scientific, Unity Lab Services and Patheon. For more information, please visit [www.thermofisher.com](http://www.thermofisher.com).

We welcome the UK government's legislation requiring companies with more than 250 employees in the UK to reveal their percentage of female employees and the difference in average pay between women and men.

This is our third annual gender pay gap report, prepared as required under the Equality Act 2010 (Gender Pay Gap Information) regulations 2017 that came into effect in April 2017. We are really pleased to see that the actions we are taking are resulting in our Gender Pay Gap starting to reduce.

## UK Employees | Gender Split



Male to Female Ratio did not change in the last 3 years



We believe that building the diverse and inclusive organisation we want Thermo Fisher to be, starts with an honest assessment of where we are today. Whilst we continue to make good progress against the actions we have in place to improve our gender balance, we still have too few women in higher-paying positions.

The reasons for this are complex but are not about equal pay; we are confident that there is no unfair gender bias in how employees are paid.

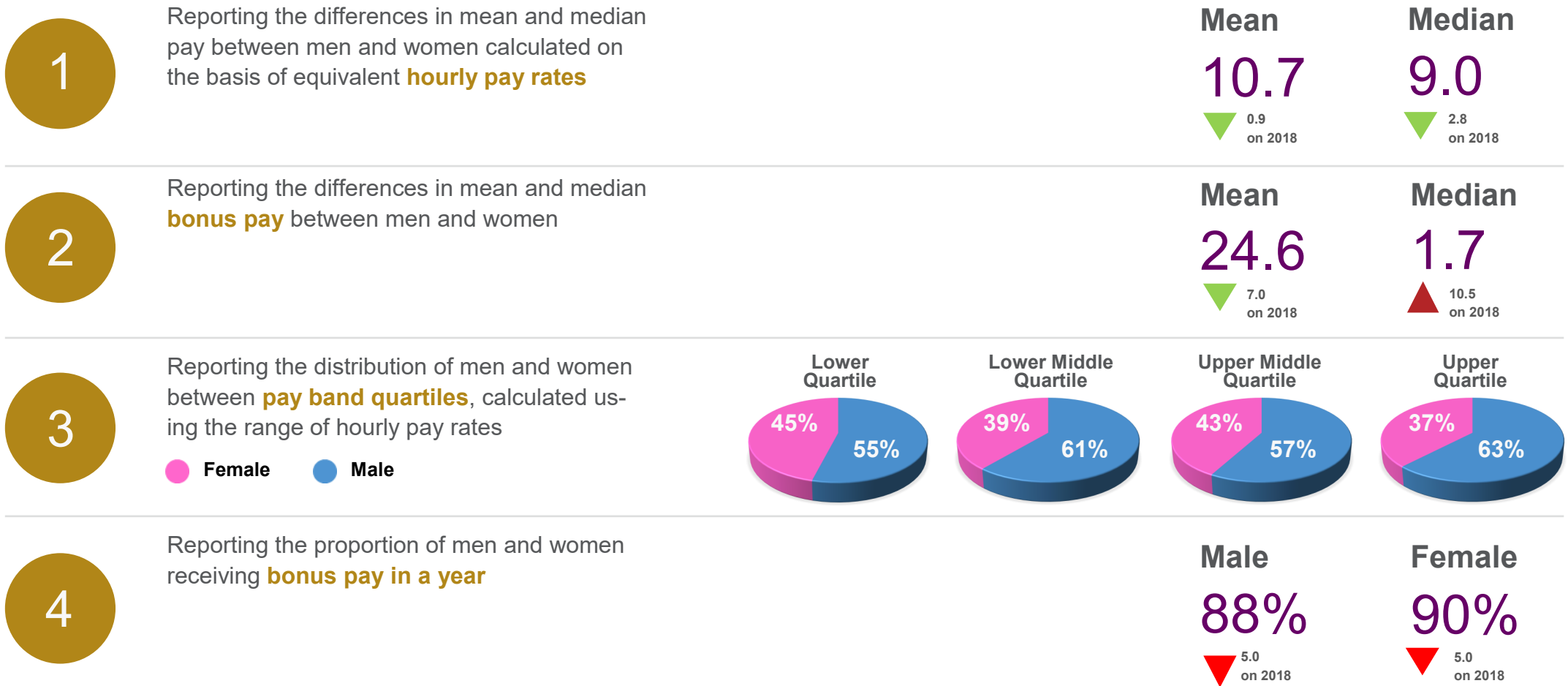
We maintain steadfast in our commitment to delivering the plans we have in place to increase the number of women in Thermo Fisher and supporting their progression into senior management positions.

# What is the gender pay gap ?

Gender Pay Gap reporting is a UK specific requirement. It reflects the difference between average male pay and average female pay in an organisation, which is largely the result of differences in seniority between male and female employees. It compares all employees and does not take into account differences in the role performed, individual expertise, or other factors which legitimately impact the way in which different employees are paid.

Paying our employees fairly and equitably relative to their role, skills, experience and performance is central to our global reward philosophy. We review our global reward structure on an ongoing basis to ensure that there is no unfair gender or other bias in how colleagues are paid.

We are confident that men and women across our organisations are paid equally for doing the same job with regard to their specific role, seniority, responsibilities, skills and experience and other factors that properly affect pay.



<sup>1</sup> Further information on the UK Gender Pay Gap reporting requirements can be accessed from the following link: <https://www.gov.uk/guidance/gender-pay-gap-reporting-overview>

# Summary for Thermo Fisher Scientific

Thermo Fisher Scientific employs over 3304 people across six different legal entities covered by the regulations within the United Kingdom. Thermo Fisher Scientific is, therefore, required to publish data for six separate business entities. Detailed below are the aggregate results for those six entities, with the full breakdown for each applicable business entity.

Thermo Fisher Business Entities with over 250 Employees	No. of relevant employees In each entity	Proportion of male & female employees in each business entity (F   M)	Mean Hourly pay difference between male and female employees (%)	Median Hourly pay difference between male and female employees (%)	Proportion female   male in lower quartile pay band (F   M)	Proportion female   male in lower middle quartile pay band (F   M)	Proportion female   male in upper middle quartile pay band (F   M)	Proportion female   male in upper quartile pay band (F   M)	Mean Difference in bonus payment between female & male employees (%)	Median Difference in bonus payment between female and male employees (%)	Proportion of female   male receiving bonus pay (F   M)
Life Technologies Ltd	1058	45% / 55%	9.1	4.5	45% / 55%	48% / 52%	48% / 52%	39% / 61%	34.6	-4.0	90% / 93%
Fisher Clinical Services Ltd	570	41% / 59%	-13.0	-14.5	36% / 64%	31% / 69%	49% / 51%	49% / 51%	-46.4	-26.8	96% / 94%
Fisher Scientific UK Ltd	547	44% / 56%	14.4	0.2	50% / 50%	38% / 62%	50% / 50%	38% / 62%	61.2	-31.6	88% / 79%
Thermo Electron Manufacturing Ltd	387	29% / 71%	20.3	15.1	53% / 47%	20% / 80%	25% / 75%	18% / 82%	31.4	13.3	97% / 97%
Oxoid Ltd	386	43% / 57%	11.2	6.9	43% / 57%	45% / 55%	43% / 57%	40% / 60%	-25.6	51.7	87% / 85%
Patheon UK Ltd	356	34% / 66%	15.6	17.6	45% / 55%	36% / 64%	25% / 75%	30% / 70%	26.5	17.8	80% / 77%
<b>Total Across 6 entities</b>	<b>3304</b>	<b>41% / 59%</b>	<b>10.7</b>	<b>9.0</b>	<b>45% / 55%</b>	<b>39% / 61%</b>	<b>43% / 57%</b>	<b>37% / 63%</b>	<b>24.6</b>	<b>1.7</b>	<b>90% / 88%</b>

# Closing The Gap

We are committed to being an inclusive organisation with a diverse workforce, which reflects the communities in which we work. We believe that diversity and inclusion (D&I) is not just the right thing to do, it is a business necessity.



## Diversity and Inclusion

At **Thermo Fisher Scientific**, diversity and inclusion (D&I) is engrained within our culture. Through our D&I initiatives our colleagues are enabled to openly share the wide range of perspectives they represent, creating an environment where differences are truly valued, authenticity is a state-of-being and everyone feels like they belong. Fostering this type of environment is critical for empowering our colleagues to do their best work.

Our diversity and inclusion strategy is greatly enabled by our Employee Resource Groups (ERGs). These groups bring together individuals with similar interests to improve the colleague experience and to support key initiatives. Our ERGs are vital to our effort to continuously reinforce that all colleagues are valued and can make a difference for our customers and for each other. Our ERGs are focused on supporting our organization in four key areas: recruiting, communications, career development and driving higher levels of community involvement.

## Employee Resource Groups

The Women's ERG is particularly active in the UK. Their mission is committed to fostering the advancement of women and building a corporate culture in which women female colleagues are recruited, valued, developed, retained and promoted globally.



Thermo Fisher also continue to sponsor the largest women's conference in the US - the Massachusetts Conference for Women. This is an event that provides a day of connection, motivation, networking, inspiration and skill building for thousands of women each year and Thermo Fisher are proud to play a large part in the event.

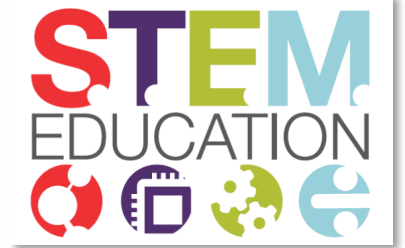


We celebrate Women's achievement on International Women's Day with visible support from our Senior Leaders. We held events Worldwide in conjunction with our Women's Employee Resource Group which included round table discussions, networking events, training and mentoring sessions.



## The importance of STEM

Women are still significantly under-represented in STEM (science, technology, engineering and Maths) industries. As Thermo Fisher Scientific operates within the Science industry; a sector that relies on the expertise and experience of highly-skilled workers from STEM; we play an active role in this area. Using our colleagues, products and expertise, we have engaged thousands of students through our unique STEM Education Programmes. We offer paid time-off to colleagues taking part in STEM activities and many of our STEM Ambassadors in the UK are women working to engage the future generation of employees in the science areas.



## Professional Development

As we learn more about our Pay Gaps across the UK, we can see that there are structural issues that need to be addressed and we still have too few women in Senior Leadership roles. This is why our focus, across the organisation, has been on developing female leaders. In 2019 49% of our attendees in our Cornerstone Leadership programs in the UK were Women, which was up from 44% in 2018.

We continue to promote and achieve a positive Gender balance in this program. We are committed to the development of all colleagues. To support this, we offer a range of educational and practical courses for all levels of colleagues within our business.



## Supporting our Employees

We are committed to ensuring our female colleagues get the best support possible through a range of very competitive benefits. We offer a generous enhanced maternity pay scheme to enable female colleagues to take the time they need with their new family before returning to work. In addition to this, we also offer all colleagues the opportunity for flexible working which helps balance the needs of working lives with personal lives.

## Colleague Spotlight: Empowering women and embedding an inclusive culture

Nicole joined Thermo Fisher in 2001 in the Quality Assurance department as QA Officer hosting customer audits, managing the quality management system and implementing ISO 9001 for the site. The following year she was promoted to Quality Manager and had an exciting few years validating and commissioning a new facility for media manufacturing and single use technology production. In 2007 she moved over into Operations leading the production, supply chain and the engineering teams. This was a development opportunity to broaden her experience as part of the companies succession planning for the Site Leader position. Part of this development included the opportunity to study part time for an MBA at Northumberland University.

*Thermo Fisher has always provided me with fantastic opportunities to advance my career. It has a culture of supporting diversity and inclusion and demonstrates this with actions. I've never felt like I've been pursuing an career in a male dominated field of the business and I guess that is because of the culture of the company.*

In 2010 Nicole applied and was successful in obtaining the Site Leader position. As part of the development within this role, Nicole attended a course designed for promoting women in the company to higher positions.



*I'd always had the mind-set that women shouldn't be given preferential treatment to advance careers. The course demonstrated to me that women often out-perform men through school and to mid-management positions within companies but then the numbers dramatically decline as women often take time off to raise families. Thermo Fisher recognised that there was an opportunity to engage this pool of talent by looking at different approaches to allow women to do both, have a family and have a career at a high level. The course completely changed my perception and outlook. It was great to hear from leaders within the company who were balancing top careers as well as raising families. In 2017 I took 9 months off for maternity leave and returned full time in 2018. This has been challenging but really rewarding time. I love working for a progressive organisation that supports flexible working, is forward thinking and is making a difference with the products it supplies.*

**Nicole Aspinall Site Leader, Cramlington**

Katie has worked within the Finance function of Thermo Fisher for the past 13 years working in various roles, currently as the EMEA Accounting Director for the Life Sciences Group. Katie is a single parent with two young children and works in a full time position which features both remote working and flexible hours.



*"The flexibility around my working location and hours offered to me by Thermo Fisher enables me to work towards an optimal blend of time between family and work commitments. I am able to be part of my children's day to day life including carving out time for the daily school run and attending school plays and events. I am able to do this whilst still enjoying and progressing a rewarding and challenging career."*

As the flexible working arrangements extend beyond structured working hours, this has enabled Katie to optimize her outputs around the needs of the company and the needs of her family. This has not only a significant impact on Katie's motivation, commitment and contributions to her role and the company – but it also benefits her children's wellbeing.

*"I often receive compliments from my friends and family around the quality of the flexibility I'm offered by Thermo Fisher. This has included the company supporting me through relocation from Singapore to the UK where I continued to work as Accounting Director for the Asia Pacific region from the UK. The trust placed in me and the opportunities offered to me have provided me with great personal and professional development, I am now able to meaningfully lead remote, geographically diverse teams."*

**Katie Wright Accounting Director**

# In Conclusion

We are committed to empowering colleagues to focus on their professional and personal growth to foster an environment where **everyone** feels included and valued and there is always equal opportunity to develop a successful career. There are a number of steps we are taking to improve our gender balance which we expect will positively impact our gender pay gap in the UK over time, including:

1



## Working towards more balanced gender representation in recruitment

We continue to monitor our recruitment processes to ensure our hiring methods are fair and without bias. We strive to ensure that we have a diverse slate of candidates for all positions so we are reviewing the way we write job descriptions and job adverts, as well as how we source candidates.

2



## Continuing to build a strong pipeline of female talent

We are ensuring that our leadership development activities are gender-balanced to build a stronger pipeline of female leaders.

3



## Supporting people returning to work and with parental and caring responsibilities

We want to improve the transition for people returning to work after a period of leave, and show we appreciate their life outside work. We'll do more to support people who want to work flexibly and help our Managers to make this work for them too.