

# Gender Pay Gap Report 2018

**ThermoFisher**  
S C I E N T I F I C

The world leader in serving science



## 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 in the UK are now required to publish gender pay data under new legislation effective 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 Regional HR Director  
On behalf of Thermo Fisher Scientific

**Thermo Fisher Scientific Inc.** (NYSE: TMO) is the world leader in serving science, with revenue of more than \$24 billion and approximately 70,000 employees globally. Our Mission is to enable our customers to make the world healthier, cleaner and safer. We help our customers accelerate life sciences research, solve complex analytical challenges, improve patient diagnostics, deliver medicines to market and increase laboratory productivity. Through our premier brands: Thermo Scientific, Applied Biosystems, Invitrogen, Fisher Scientific and Unity Lab Services – we offer an unmatched combination of innovative technologies, purchasing convenience and comprehensive services.

This is our second annual gender pay gap report, prepared as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 Median and Mean pay between women and men.

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. We continue to make progress against the actions we have in place to improve our gender balance.

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 remain 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.

## UK Employees Gender Split



3312  
Employees



41%



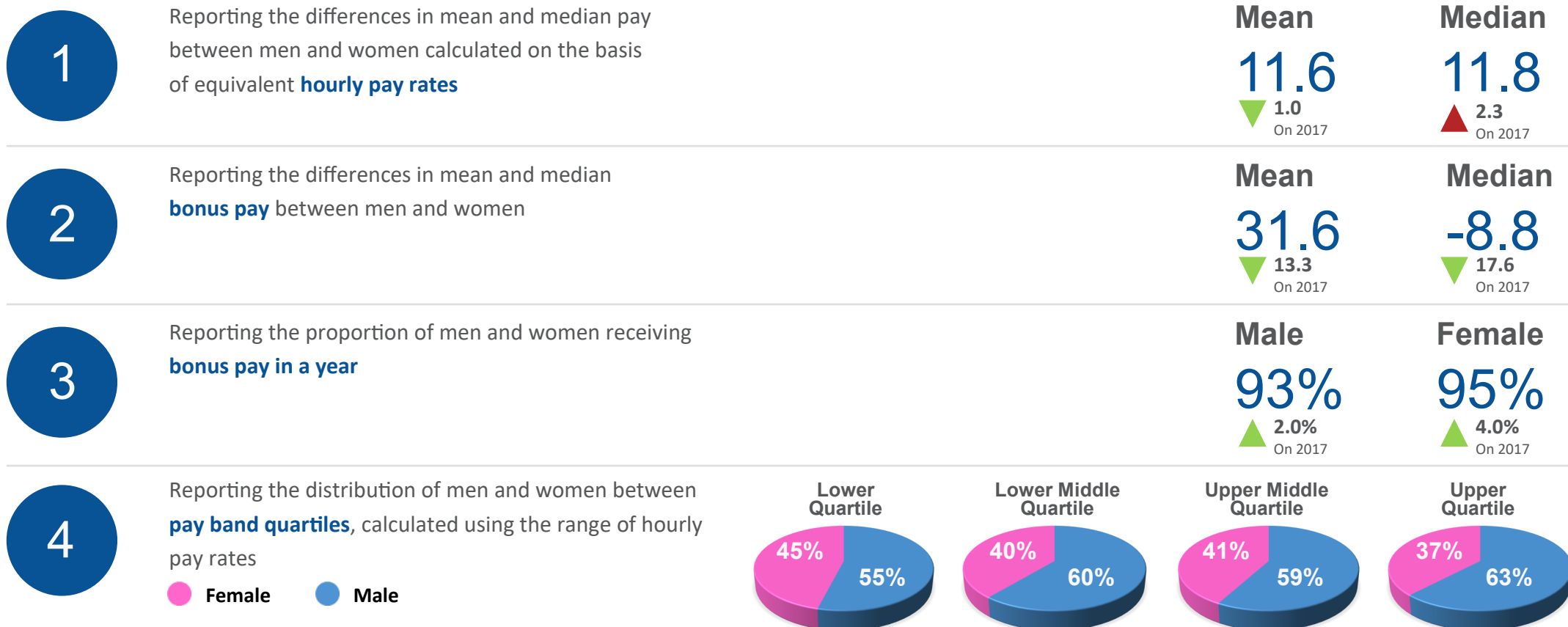
59%

# What is the gender pay gap ?

Gender Pay Gap reporting is a UK-specific requirement. It requires companies to report 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. Legislation also requires us to report on the Median pay gap: the difference between the midpoint in the range of hourly earnings of men and women.

The report 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 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 there is no unfair gender or other bias in how colleagues are paid.



<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

Our average pay gap for our reportable entities is 11.6%, less than the 12.6% recorded in 2017. It is also lower than the current UK national average gender pay gap, which is 17.9%\* Source: Office of National statistics (Gender pay Gap in the UK: 2018)

Thermo Fisher Business Entities with over 250 Employees	No. of relevant employees In each entity	Proportion of female & male 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 and male employees (%)	Median Difference in bonus payment between female and male employees (%)	Proportion of female   male receiving bonus pay (F   M)
Life Technologies Ltd	1002	46% / 54%	9.9	10.2	45% / 55%	53% / 47%	45% / 55%	39% / 61%	29.2	-5.3	95% / 94%
Fisher Clinical Services Ltd	598	40% / 60%	-12.5	-14.3	33% / 67%	29% / 71%	49% / 51%	49% / 51%	-26.2	-18.0	99% / 98%
Fisher Scientific UK Ltd	551	45% / 55%	14.1	4.3	58% / 52%	45% / 55%	49% / 51%	39% / 61%	59.6	-36.3	98% / 93%
Thermo Electron Manufacturing Ltd	515	29% / 71%	24.0	24.9	54% / 46%	22% / 78%	23% / 77%	17% / 83%	29.6	28.8	98% / 94%
Oxoid Ltd	353	44% / 56%	11.1	-0.1	44% / 56%	43% / 56%	47% / 53%	41% / 59%	25.4	18.3	97% / 92%
Patheon UK Ltd	293	32% / 68%	18.3	16.7	50% / 50%	29% / 71%	22% / 78%	26% / 74%	37.7	19.2	85% / 89%
<b>Total Across 6 entities</b>	<b>3312</b>	<b>41% / 59%</b>	<b>11.6</b>	<b>11.8</b>	<b>45% / 55%</b>	<b>40% / 60%</b>	<b>41% / 59%</b>	<b>37% / 63%</b>	<b>31.6</b>	<b>-8.8</b>	<b>95% / 93%</b>

## Closing the Gap

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

## 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 needed with family before returning to work. In addition to this, we also offer all colleagues the opportunity for flexible working arrangements to help balance the needs of working lives with personal lives.

We are proud to say that Thermo Fisher Scientific was recognized as part of the Women's Choice Award for 2018 Best Companies to Work for Women and Millennials



**G**ender Equality is a key component of our Diversity and Inclusion (D&I) strategy at Thermo Fisher Scientific. It is integral to our company's growth strategy and aligns with our company 4i Values. For our employees, D&I means creating a global environment that embraces and leverages the unique qualities and differences of every individual employee. Thermo Fisher continuously seeks new ways to ensure that diversity and inclusion remain an integral part of our work culture. Through our D&I activity, we run successful Women's Employee Resource Group (ERGs) whose mission is committed to making Thermo Fisher Scientific one of the world's most admired companies by fostering the advancement of women and building a corporate culture in which female colleagues are recruited, valued, developed, retained and promoted globally.

# Professional Development

For highly talented individuals who possess an MBA, our 'General Leadership Development' program provides a unique opportunity. We continue to promote and achieve a positive gender balance in this program.

In 2018, women accounted for 43% of all UK participants on our 'Developing Emerging Leaders' programme, aimed at supporting the transition of our high potential female colleagues into leadership positions. In 2019, we aim to increase that number to help address our lower numbers of female leaders.

Attendance on our company training courses continues to be well balanced between men and women; in fact, we see a higher representation of female attendees when compared to the overall % of women in our Company.

We are committed to the development of all colleagues. To support this, we offer a range of educational and practical courses for all within our business.



## The importance of STEM for our Talent Pipeline

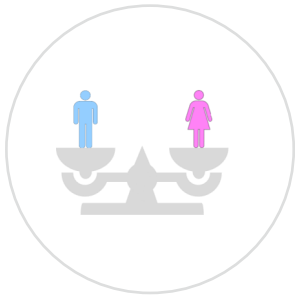
Women are still significantly under-represented in STEM (science, technology, engineering and maths) industries. In the UK only 22% of people working in core STEM occupations are women – despite them making up around half of the UK workforce (*Source: 2018 Workforce Statistics, WISE, November 2018*). Research in the UK also indicates that while some of the highest paying jobs are in the STEM industries, women earn less from the moment they enter science and engineering careers than their male counterparts, and that gap grows with age and experience. (*Source: How the gender pay gap permeates science and engineering, New Scientist, February 2018*)

Thermo Fisher Scientific operates within the Science industry and relies on the expertise and experience of highly-skilled workers from STEM fields. Through our colleagues, products and expertise, we have engaged thousands of students in 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 sciences.

# In Conclusion

We are committed to empowering colleagues to focus on their professional and personal growth and to foster an environment where differences are truly valued, authenticity is a state-of-being, and everyone feels they belong and can do their best work.

To ensure we make progress in this area, we are taking the following steps:



## We will work towards more balanced gender representation in recruitment

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

We are also reviewing the composition of our interview panels and our interview process, to ensure our decision making is robust and fair.



## We will continue to build a strong pipeline of female talent

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



## We will do more to support 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 ensure we help our Managers to make this work for those employees too.