

Gender Pay Gap Report 2022



Introduction

At Binding Site, we recognise that a positive approach to equality, diversity and inclusion is not just the right thing to do, but a key enabler of our current and future success.

We work to ensure our workforce is reflective of the communities in which we operate and the customers, clinicians, laboratorians and patients whom we serve. Diversity in our workforce enables us to deliver new and innovative solutions to market through collaboration and a collective dedication to our mission, vision and values.

Alongside gender, we are equally focused on our diversity in race, religion, sexual orientation and ability, and we celebrate our difference and diversity as one of our key strengths. We are committed to continually striving to provide a welcoming and inclusive workplace where all of our colleagues can reach their potential and thrive – by ensuring there are equal opportunities and support for all.



Victoria Morbey

Chief People Officer



What is the Gender Pay Gap?

The Gender Pay Gap is the difference in average hourly pay and bonuses of all women and men across the UK organisation and differs from equal pay. Equal pay refers more specifically to a female colleague and a male colleague receiving equal pay for the same or similar job.

Pay assessment for all roles across our company takes place annually to ensure we maintain fairness and consistency.

We are confident that we have equal pay for work of equal value not only because it is a legal requirement but because it is the right thing to do and reflects one of our core values; Integrity - in everything we do.



The work force profile of our company by gender, by area

% of Male & Female employees in each department

Operations



Research & Development



Commercial



Admin



RA & QA

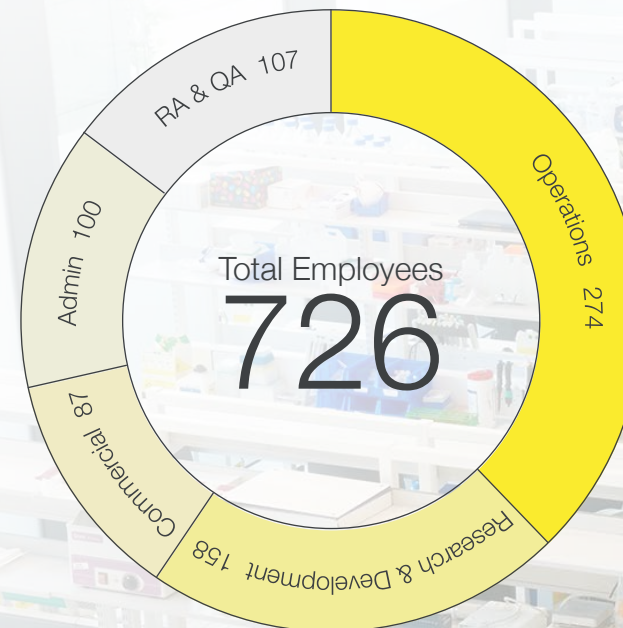


Total



The Binding Site Group (at 5 April 2021 in the UK as calculated by the legislation) employed 738 people of which 54% were women and 46% were men. We analyse these by 5 functional areas, as shown above. This also shows the female and male split across those areas.

Number of employees by area



What does our Gender Pay Gap report show?

6%

Our Median Gender Pay Gap

16.2%

Our Mean Gender Pay Gap

5.3%

Our Median Gender Pay Gap
Excluding Directors

13.1%

Our Mean Gender Pay Gap
Excluding Directors

	April 2020	April 2019	April 2018
National Gender Pay Gap	15.5%	17.4%	17.8%
Our median	4.2%	5.2%	4.6%
Our mean	17.6%	19.7%	21.0%

% of Male & Female employees in each pay quartile

Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Our Mean Gender Pay Gap for 2021 continues to demonstrate a decrease from 2018. A significant and UK company-wide pay review activity has had an impact on pay scales and we are continually placing focus on the development of our female colleagues to ensure we maintain and continue to deliver on our promote-from-within ethos.

Despite seeing a slight increase in our Median Gender Pay Gap for 2021, we had decreased overall since 2018 as more females have developed and progressed into more senior positions which is reflective within the upper quartile.

The implementation of our Apprenticeship Scheme 2017 continues to be a great success however, the success is not as yet reflective in our Median measure, as more females are starting with us in more junior roles and therefore impacts the average pay for females.

By investing in a female talent pool, particularly in the STEM area, we are hopeful our strategy to grow-our-own, will help to fulfil more internal roles with female colleagues and ultimately positively impact our gap in the longer term.

In the UK the level of employment within the core STEM sectors continues to grow, however women remain significantly underrepresented and the target for 2030

across the UK is 30% for the STEM workforce being fulfilled by females. The good news is that Science is leading the sector in a positive direction with over 45% of the Science workforce represented by women.

When we compare this to our own business, where over 54% of our employees are female, we are at the forefront of promoting the change in STEM representation for women.

Women in STEM

Due to the historic underrepresentation of women in science and technology-based industries, the pool of female talent available for selection now into senior roles remains underrepresented, however we believe that as a business we have a good approach in addressing this.

As an organisation we continue to expand and continue to develop our talent to be able to fulfil these roles for the future. These have been filled by a mixture of internal and external appointments, over 40% of our employees have transitioned and progressed into alternate roles internally in the last 12 months.

This is a testament to the commitment that they have shown and also the development that they have received through their employment with us.

Of those that have progressed internally 55% of those colleagues were female.



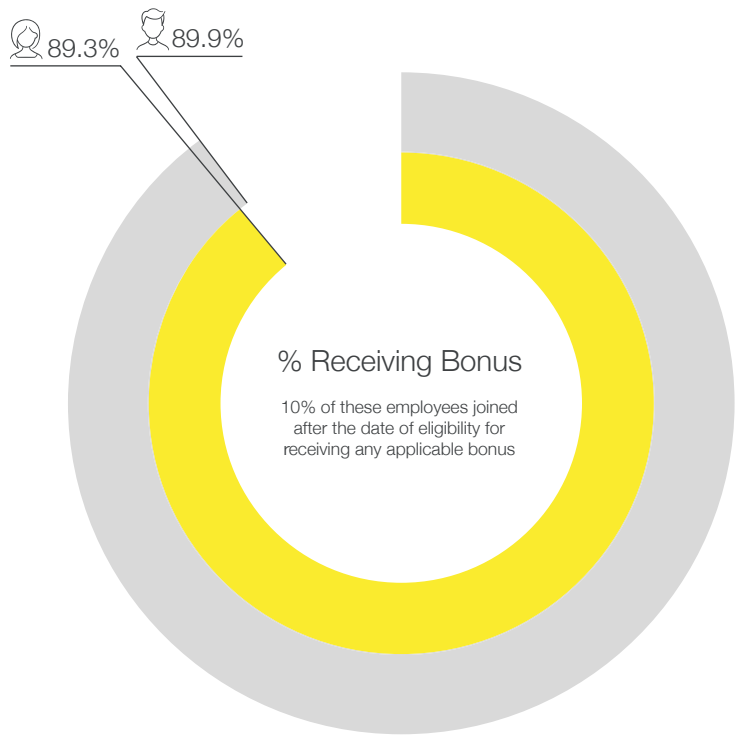
Bonus Gender Pay Gap

All employees within our business had the ability to earn a bonus in 2021, subject to eligibility criteria.

89.3% of our female workforce and 89.9% of our male workforce who were eligible earned a bonus in the year.

Our mean bonus gap has reduced by 36.7% to 29.7%. This has been due to an increase in the number of females in our upper quartile and also as a result of our new approach to our bonuses which have now come into fruition.

During 2020 we implemented a new bonus schedule. The new approach considers any bonus payable linked to company performance, providing transparency so that all employees can easily see how the company performs and how this impacts the performance related bonus as well as showcasing how each role contributes to such success.



Mean Bonus Gap	29.7%
Median Bonus Gap	7%

What are we doing about our Gender Pay Gap?

Our Gender Pay Gap is a product of the disproportionate distribution of male employees in more senior roles and females in the lower quartiles. 60.3% of employees in the first quartile are female. A product of the sector dynamics over a sustained period, material change in our Gender Pay Gap remains a challenge so we must continue our commitment to providing opportunities to all and ensure that we recognise the potential for gender bias in our procedures and processes and seek to exclude this wherever it is identified as a risk.

Over the past 12 months we have seen an increase in our senior female presence within the upper quartile through progression and development – seeing an increase of diversity by one third of our board members now being female, of which we hope to see more of an impact in our next report. Overall, of our internal promotions, 64% have been roles assumed by female colleagues which gives confidence that we have a progressive culture that supports gender diversity.

Our Equality, Diversity and Inclusion Group have successfully supported and guided underrepresented groups within the business and is gaining momentum whilst bringing awareness through informed policy changes and communication campaigns that celebrate and promote equality across all areas.

Investing in our people

Investing in our people, to ensure they have the growth and development opportunities to perform and excel within their role and to support aspirations is also a key enabler for our vision of becoming recognised as A Great Place to Work.

Our Supervisor Development Programme seeks to inform, support and coach our front-line people managers with the skills and tools to confidently fulfill their role.

Developing our Learning Academy further for all employees to access, with the inclusion of more STEM specific aspects of our business is high on our agenda.

We also operate a sponsored learning ethos within the organisation to ensure our talent is sponsored and supported where it is relevant to the role.

Succession Planning for our future

Formal succession planning is embedded in the organisation and has supported identification of future talent - whether that be in leadership, managerial or other functional or technical specialised roles.

As a business we annually review our talent pool through a variety of channels to ensure unconscious bias is removed and develop our future talent to enable them to move to appropriate roles should they become available at the right time.

Flexible Working and Family Friendly Policies

We encourage a healthy work/life balance to encourage more shared parental responsibility and for more women to return to work after maternity leave. We also try to enable all employees to be considered for flexible working where appropriate. We openly discuss shared parental leave to encourage fathers to take shared time should they wish. 10.2% of our employees work part time, of which 4% are male.

The proportion of females working part time has increased over the past 12 months are providing even more opportunities to work more flexibly than ever before.

We also offer a range of different working arrangements, which aren't encompassed in the figures above. A significant proportion of our employees across all levels of the business take advantage of this to enable them to create a work / life balance that meets their circumstances.

We are open to seeing how we can make things work for our employees and the business.

Since March 2020 this has been even more critical to ensure we can continue to operate as productively as possible whilst keeping all employees engaged during the Covid 19 pandemic.

We have continued to support many individuals, whether it be with childcare responsibilities or caring responsibilities to be as flexible as possible with over 40% of the business working remotely, with our return-to-office plans now commencing.

We are continuing our commitment to providing flexibility by managing new work requests to support a hybrid approach where operationally possible.

Recruitment Activity

Our recruitment activity has seen many developments and is consistently reviewed and improved where required to ensure we do not discourage any group from applying by ensuring that the stipulated requirements are specific each and every time.

We also ensure our recruitment process includes a diverse recruitment panel and from attraction through to selection our processes are fair and consistent.

Where a role is eligible for part-time working, we make it clear in our job adverts to attract the widest pool of available talent and that candidates have full transparency on our roles.

And, our job role adverts are consistently under review too – to ensure that the language we use to describe the roles and responsibilities, and key prerequisites do not actively discriminate prospective applicants.



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March 2022