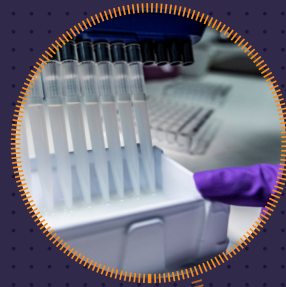


Medicines Discovery Catapult

# Gender Pay Gap



# Gender Pay Gap

Medicines Discovery Catapult (MDC) is committed to equality of opportunity. It has recently formalised its long-held commitment to Equality Diversity and Inclusion (ED&I) through the creation of a Catapult ED&I charter. The charter describes our commitment to achieve our vision – **‘Reshaping drug discovery for patient benefit’**. We will ensure that ED&I is embedded in our culture and throughout our policies and procedures.

## MDC’s commitment

- We aim to recruit the most talented individuals to our workplace and empower them to realise their goals
- We will celebrate the individual as part of a strong and diverse team
- We will promote an expectation for our collaborators to uphold ED&I practices
- We will share best practices within the network and continually strive to improve

*A Vision for Diverse and Inclusive Workplaces in Innovation*

## What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average hourly pay for men and women across an organisation. This figure is expressed as a percentage of men’s earnings. In effect, it functions as a high-level overview of an organisation’s gender pay equity of distribution.

It’s important to note gender pay gap is not the same as equal pay. Equal pay relates to men and women being paid equally for comparable work. Legislation associated with, and to prevent unequal pay has been in place since 1970 when the Equal Pay Act was passed. MDC complies with this legislation.

In the main, UK organisations have a gender pay gap that favours men. The UK median Gender Pay Gap is 10.7%. The pay gap relating to our sector is 11.4%. The MDC mean pay gap is 2.02% with a median of 0%. MDC has a 48% male and 52% female gender distribution.

Our findings have shown a broadly aligned distribution across all pay quartiles when observing both male and female hourly pay across the organisation. However, a slightly higher percentage of female colleagues are recruited within the lower quartile. Our observations show that starting salaries are dispersed fairly across roles with gender not a factor in setting salaries.

When looking at seniority levels across the business in pay distribution, we can see variable distribution levels with the senior leadership split at the time being 80% male, reflected in the outcome.

We have observed that within the organisation, although relatively few promotions had taken place within the period leading up to the snapshot date, those that did take place were evenly dispersed between both male and female colleagues.

## Actions

- To monitor our resourcing within the seniority of roles, paying particular attention to senior and lower levels. A more even gender bias distribution, to support driving the mean gender pay gap down, will be managed
- Monitor our ED&I data capture, at applicant stage, to assess the attraction of candidates for certain levels of role and the presenting bias, driving inclusive search and selection methodologies and ways of working
- It is worth noting at the time of writing, the executive team comprised 50% male:female split

## Bonus Gender Pay Gap

The bonus period is a twelve-month period that ends on the snapshot date. The relevant bonus period, used for calculations, will always be the preceding twelve months ending on the snapshot date.

Where the snapshot date is April 5 2021, the relevant bonus period will be April 6 2020 to April 5 2021. For MDC this includes those eligible for bonus; Executive Team and Business Development Team.

Mean and median bonus gender pay gaps of 36.2% and 14.6% are indicative of the distribution of bonus eligible roles in MDC. At the time of reporting, the Executive Leadership Team roles were held by men only, now a 50% male female split.

**Action taken:** a gender balanced demographic at the Senior Leadership level now exists, with a Senior Leadership split of 52% male, 48% female.

## MDC Gender Pay Gap Data

Mean and median hourly figures



£17.50

£14.78



£16.81 ▶ This gives a mean gender pay gap of 2.02%

£14.78 ▶ This gives a median gender pay gap of 0%

## MDC Gender Pay Gap Bonus



2.01%



0.8% ▶ Percentage of men and women receiving bonus pay

Mean bonus gender pay gap of 36.2%

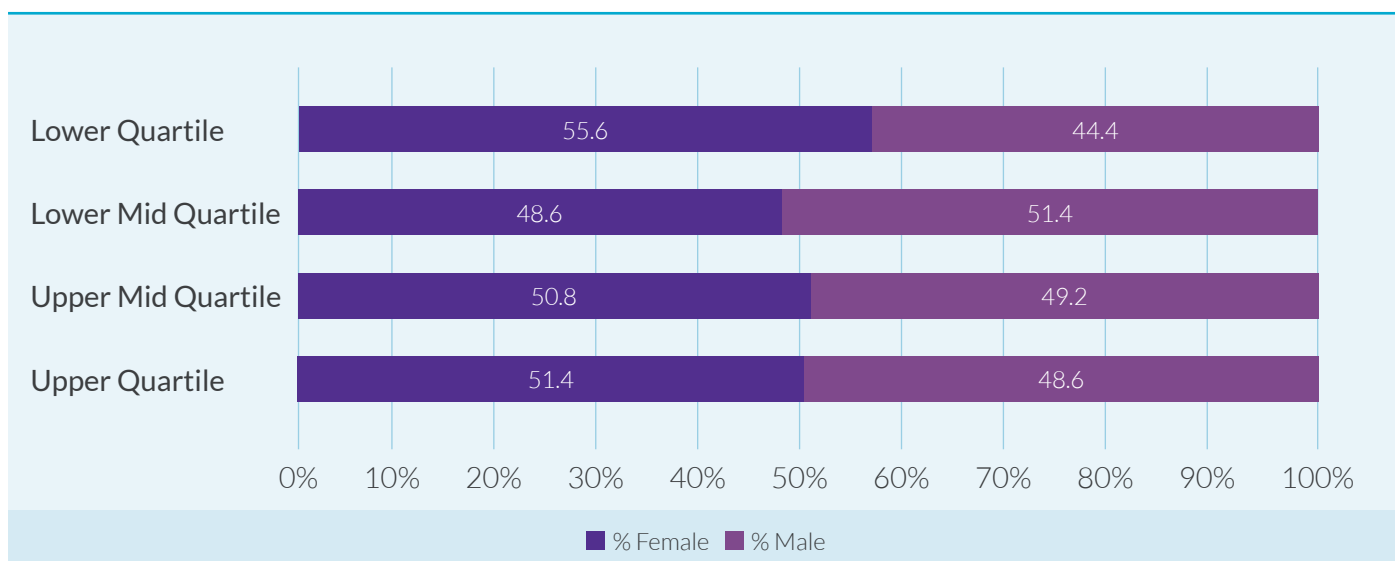
Median bonus gender pay gap of 14.6%

**+** A positive measure, e.g. 13.9% – this indicates the extent to which women earn, on average, less per hour than their male counterparts

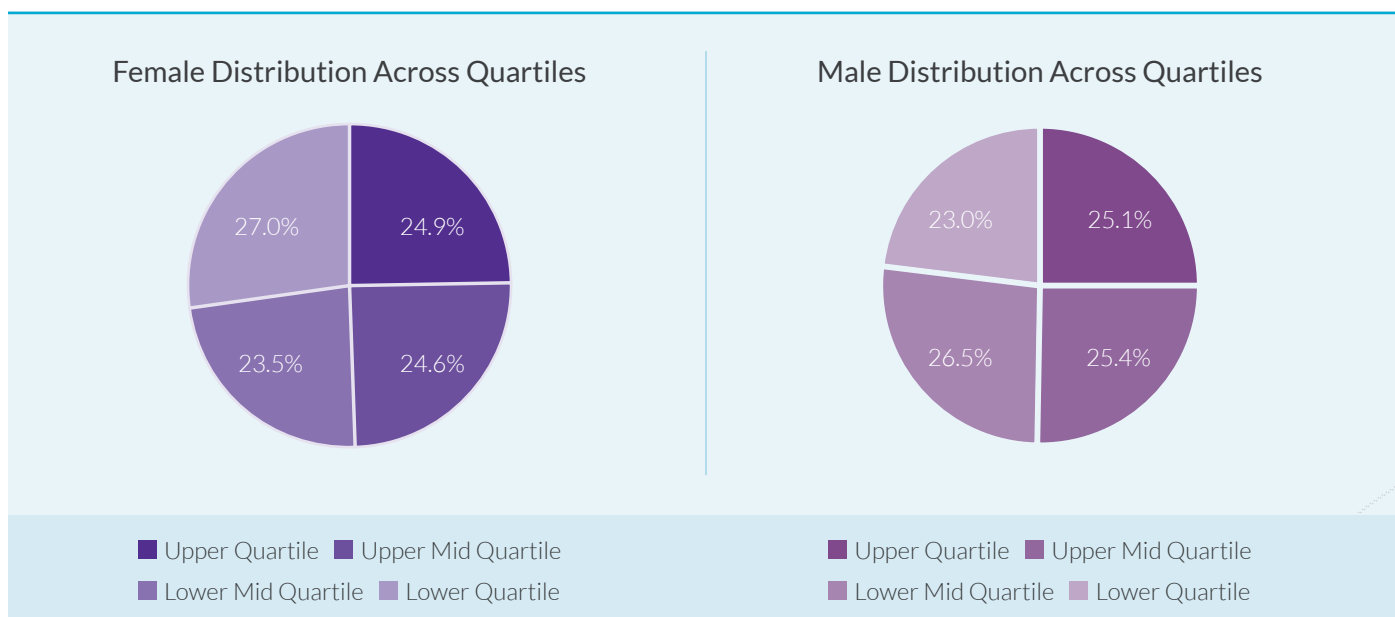
**-** A negative measure, e.g. -9.2% – this indicates the extent to which women earn, on average, more per hour than their male counterparts

## Pay Quartiles

Gender split within each pay quartile.

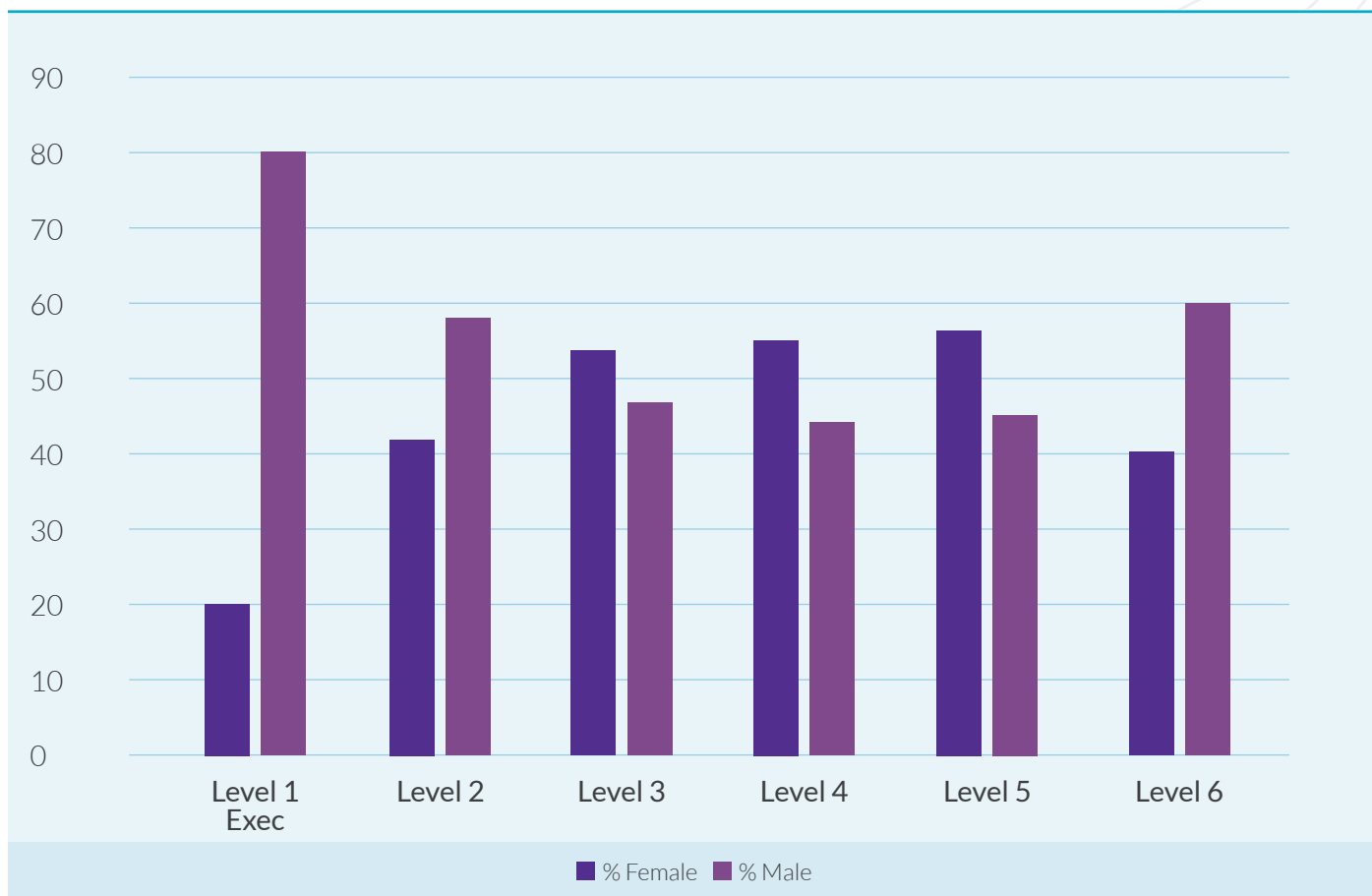


In addition to looking at the distribution within pay quartiles, we also looked at how our male and female populations were distributed across the pay quartiles.



At the time of reporting, the Executive Leadership Team roles were held by men only, now there is a 50% male : female split.

Gender split by seniority across the business.



I confirm that the data presented in this report has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information Regulations 2017) and is accurate and correct to the best of our knowledge and ability.

Clare Atherton, Chief People Officer

