

**Gender Pay Gap Reporting 2022/2023**
**Date: July 2023**
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**Overview**

Pay data has been analysed to support the annual Gender Pay Gap reporting requirements. 2022 results show a slight decrease in the mean gender pay gap, and a slight decrease in the representation of female staff in the lowest quartile.

The key points are:

- Mean gender pay gap 13.20% (2021/2022: 13.52%)
- Median gender pay gap 9.10% (2021/2022: 12.55%)
  - 2022/2023 illustrates a increase in females holding more roles within Quartiles 2 and 4 than in the previous year, reflected in the overall reduction in the mean gender pay gap
  - Data shows more males holding higher graded roles within the organisation, attracting higher hourly rates of pay, which is reflected in the overall mean gender pay gap:
    - Quartiles 1+2 - 50.30% male, 49.7% female
    - Quartiles 3+4 – 63.31% male, 36.69% female
  - Engineering roles trend towards the higher Quartiles, of which females represent only 14% of the overall team, thus contributing towards the organisation’s gender pay gap
- Two bonus schemes are available to employees:
  - “Employee Referral Bonus Scheme” – bonus payments are made to employees for successful referrals to the company
  - “Recognition Bonus Scheme” – vouchers are awarded for the recognition of performance above and beyond that expected

These schemes are available to all employees and the small gap reported in 2022/2023 is due to one male receiving recognition payments of £100 in the year, as compared to £50 in all other cases. There were no bonuses awarded in 2022/2023 with respect to employee referrals

- The average mean gender pay gap in the UK across all reporting sectors in 2023 is 14.9%, down from 15.1% in 2022 (source: Office for National Statistics). Whilst Porton Biopharma remains below the overall average, it is recognised that there are areas which could be targeted for improvement

**1) Gender Pay Gap Reporting**

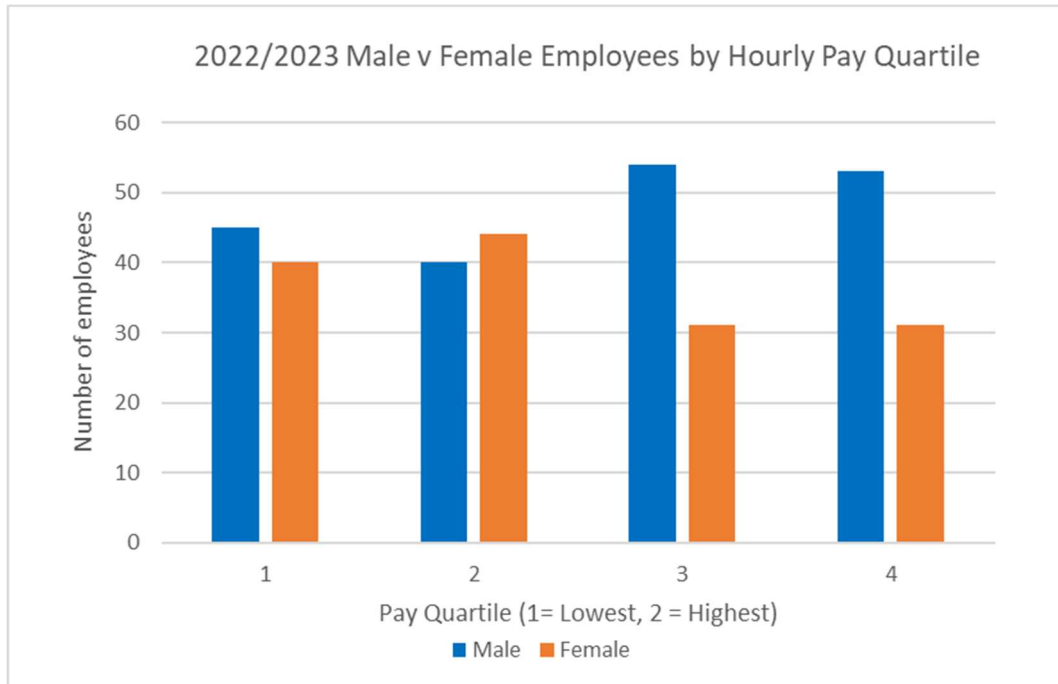
	Male	Female	Variance
Number of staff	192	146	
Mean hourly rate	£ 19.10	£ 16.87	13.20%
Median hourly rate	£ 16.42	£ 15.05	9.10%
Mean bonus payments	£ 52.63	£ 50.00	5.00%
Median bonus payments	£ 50.00	£ 50.00	0.00%
Number of staff paid a bonus	19	17	
Bonus proportion	9.90%	11.64%	

The mean gender pay gap is 13.20%, a slight decrease from 13.52% in 2021/2022, and the median gender pay gap is 9.10% reducing from 12.55% in 2021/2022

The mean bonus payment gender pay gap is 5.00%, decreasing from 38.25% in 2021/2022, and median bonus gender pay gap is 0.00% against 33.33% in 2021/2022

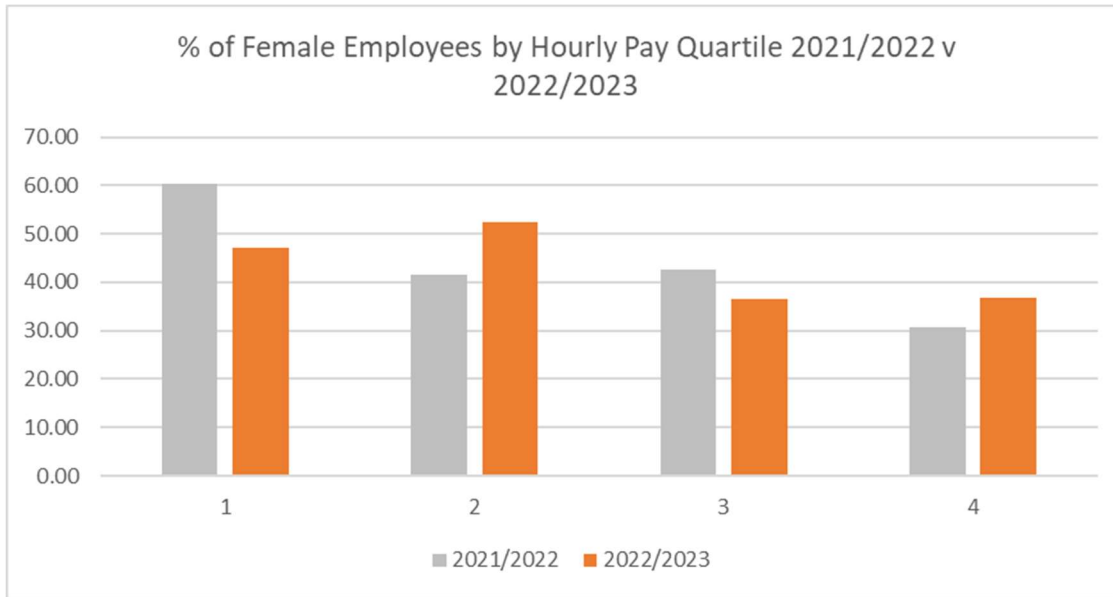


2) Split of Male v Female Employees by Hourly Pay Quartile



Quartile	No in quartile	Male	Female	% Male	% Female
1	85	45	40	52.94	47.06
2	84	40	44	47.62	52.38
3	85	54	31	63.53	36.47
4	84	53	31	63.10	36.90

- The highest proportion of female employees are in quartile 2, with the lowest proportion in quartiles 3 and 4
- The overall split of males and females across the organisation is 56.80% and 43.20% respectively
- A lower proportion of males in quartile 2 is mirrored by higher proportions in quartiles 3 and 4
- This reflects a larger proportion of males within the organisation holding higher graded roles, attracting higher hourly rates of pay

**3) Movement in Female employees by quartile 2022/2023 v 2021/2022**


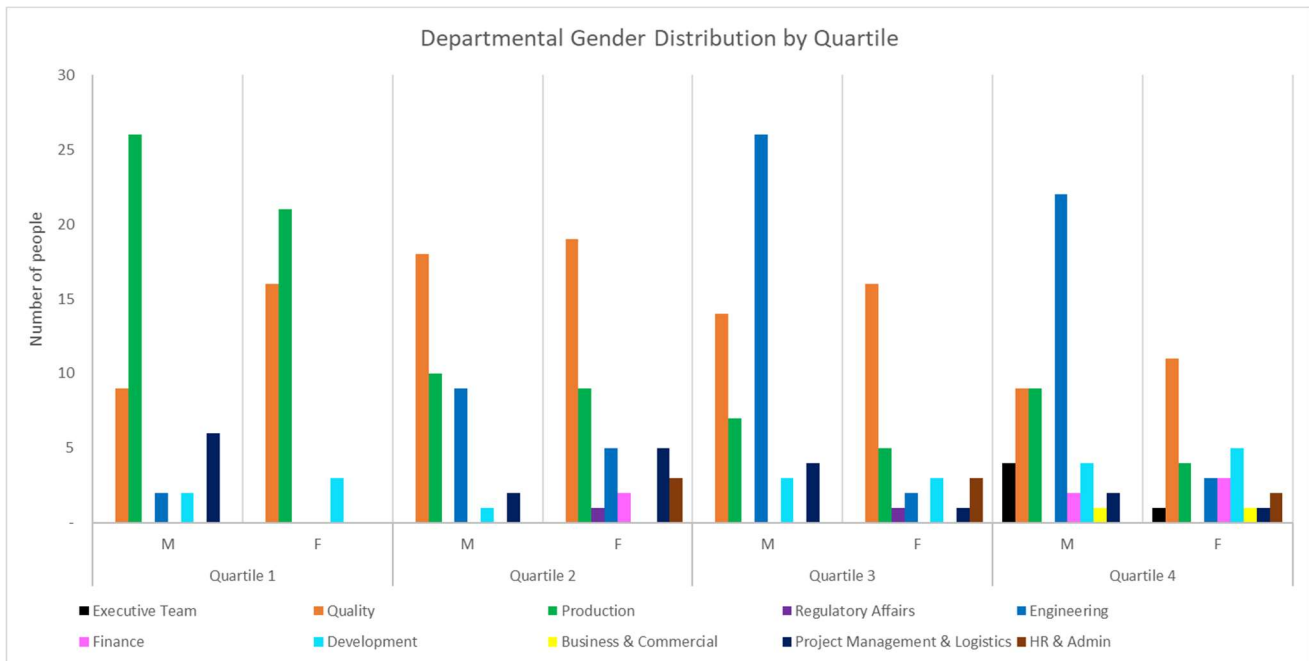
The representation of female staff in 2022/2023 versus 2021/2022 shows increases in quartiles 2 and 4, meaning that more females held higher graded roles than in the previous year. This represents a significant movement from 2021/2022, whereby females were most highly represented in quartile 1.

**4) Gender Pay Gap for Bonuses**

Gender Pay Gap for bonuses			
	Female	Male	% Gender Pay Gap for bonuses
Total Number of female employees	146	192	
Number of employees who received bonus	17	19	
% who were paid a bonus	11.64%	9.90%	
Mean	£50.00	£52.63	5.00%
Median	£50.00	£50.00	0.00%

- A total of £1,850 was awarded to staff in the form of £50 love2shop vouchers; £1,000 (£50 x 20) to males and £850 (£50 x 17) to females
- One male received two recognition payments of £50 in the year
- There were no payments made with respect of the Employee Referral Bonus Scheme in the year
- The small gap identified relates wholly to the one male member of staff receiving two recognition payments in the year

5) Departmental Gender Distribution by Quartile



- Production roles primarily occupy Quartile 1, of which 55% are male and 45% are female
- Quality roles are represented throughout each of the four Quartiles, representing a broad range of responsibilities held, from initial QC testing through to final batch review and release. Each Quartile reflects a relatively equal split between males and females, other than in Quartile 1, in which 64% of the roles are held by females and 36% by males.
- Engineering roles are mainly represented in Quartiles 3 and 4; these roles are held by males primarily, with females representing only 14% of the overall Engineering team
- Business support functions (Executive team, Finance, Business & Commercial and HR & Admin) are mostly represented within Quartile 4, with a 50:50 split of males to females respectively

## **Background**

Like many companies in our industry, Porton Biopharma is affected by the disproportionate representation of men in engineering and science among students of STEM subjects leading into those careers. Porton Biopharma has worked hard to improve the representation of all levels within the business, seeking to recruit and retain talented individuals whatever their background and gender, by promoting a suitable working environment and family friendly policies where practical.

## **Equal Pay**

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or woman.

We are confident that men and women are paid equally for doing equivalent jobs across our business.

We are in line with other manufacturing organisations of our size and have maintained a pay gap smaller than the UK average.

## **Improving representation**

We are committed to continuing to improve the representation of women at all levels within the business. We also seek to contribute to the encouragement of women in science generally, through engagement with local schools and universities.