

**Gender Pay Gap Reporting 2021**
**Date: Feb 2022**
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**Overview**

Pay data has been analysed to support the annual Gender Pay Gap reporting requirements. 2021 results show a slight increase in the mean gender pay gap, and a slight increase in the representation of female staff in the lowest quartile.

The key points are:

- Mean gender pay gap 13.52% (13.36% 2020)
- Median gender pay gap 12.55% (13.15% 2020)
- There is no increase between the 2020 and 2021 female staff representation in quartiles 2, 3 and 4, whereas quartile 1 shows an increase in percentage (with quartile 1 being the lowest paid quartile, and quartile 4 being the highest paid)
- A bonus pay gap has arisen due to the utilisation of “Employee Referral Bonus Scheme.” Gap driven as only males recommended new employees in the year – but the scheme is available to all employees on an equal basis.
- The average mean gender pay gap in the UK across all reporting sectors is 15.4%. In comparison with other similar manufacturing organisations, our gap is average.

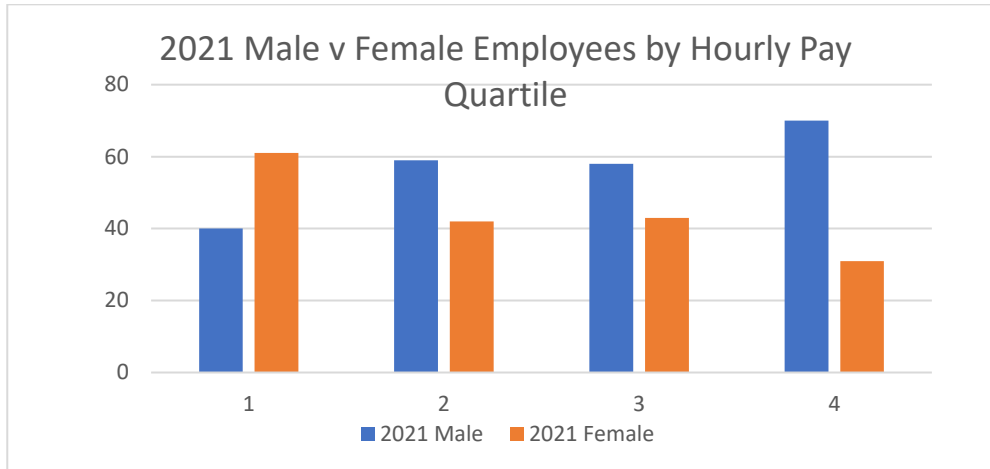
**1) Gender Pay Gap Reporting**

	Male	Female	Diff in mean/median rate or %
Number of staff	227	177	
Mean hourly rate	18.93	16.37	13.52
Median hourly rate	16.42	14.36	12.55
Mean bonus payments	110.42	68.18	38.25
Median bonus payments	75	50	33.33
number of staff paid a bonus	24	22	
Bonus proportion	10.57	12.43	

The mean gender pay gap is 13.52%, a slight increase from 13.36% in 2020, and the median gender pay gap is 12.55% reducing from 13.15% in 2020.

The mean bonus payment gender pay gap is 38.25%, increasing from 2.06% in 2020, and median bonus gender pay gap is 33.33 against zero in 2020.

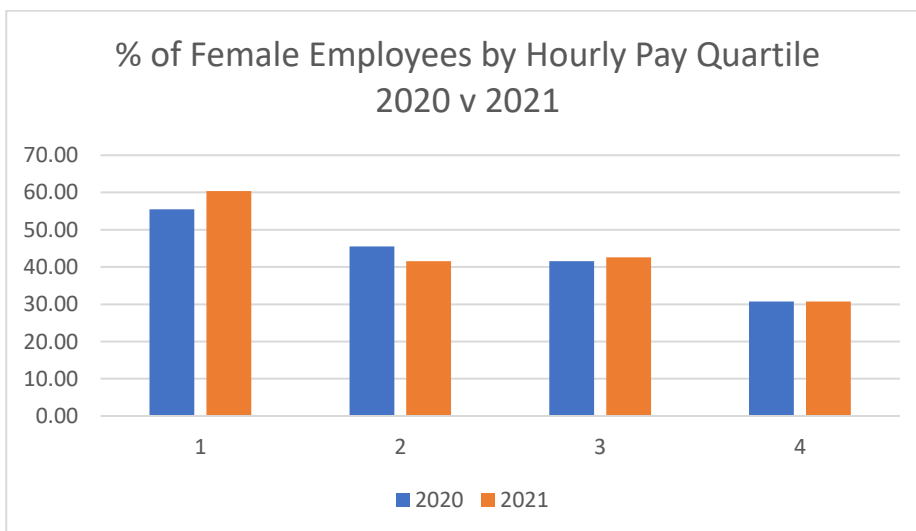
## 2) Split of Male v Female Employees by Hourly Pay Quartile



Quartile	No in quartile	Male	Female	% Male	% Female
1	101	40	61	39.60	60.40
2	101	59	42	58.42	41.58
3	101	58	43	57.43	42.57
4	101	70	31	69.31	30.69

- The highest proportion of female employees are in quartile 1, with the lowest proportion in quartile 4.
- Quartiles 2 and 3 is a general reflection of male and female split across the organisation (male 56%, female 44%)

## 3) Movement in Female employees by quartile 2021 v 2020.



The representation of female staff in 2021, versus 2020, has had very minimal movement over the year: no movement in quartile 4, insignificant movement in quartile 3, slight decrease in quartile 2 and increase in quartile 1.

**4) Gender Pay Gap for Bonuses**

Gender Pay Gap for bonuses			
	Female	Male	% Gender Pay Gap
Total Number of employees	177	227	
Number of employees who received bonus	22	24	
% who were paid a bonus	12.43	10.57	
Mean	£68.18	£110.42	38.25
Median	£50.00	£75.00	33.33

- Three male employees received payments in respect of the Employee Referral Bonus Scheme, with a total of £1,100.
- £3,050 were paid out to the staff in the form of £50 love2shop vouchers, £1,500 (£50 x 30) were issued to male and £1,550 (£50 x 31) to female staff.
- There is no pay gap with respect to the recognition vouchers, the gap as illustrated in the above table is wholly caused by the “Employee Referral Bonus Scheme,” where the payments are larger in value and were paid to three men and zero female.

**5. Departmental Gender Distribution by Quartile**

- Quartile 1, majority of the lowest paid positions are in the Quality and Production Department and 60% are filled by women.
- Quartile 4, more than one third of the highest paid positions are in the Engineering department are predominantly filled by male (34 of the 37 positions).

	Quartile 1		Quartile 2		Quartile 3		Quartile 4	
	M	F	M	F	M	F	M	F
Executive Team	0	0	0	0	0	0	5	3
Quality	11	18	17	15	21	18	9	7
Production	19	27	20	9	14	8	8	4
Regulatory Affairs	0	0	0	0	0	0	1	1
Engineering	2	2	14	6	18	4	34	3
Finance	0	0	0	3	0	0	2	1
Development	2	7	6	6	3	9	5	7
Business & Commercial	0	0	0	0	0	0	1	1
Performance								
Management	0	0	0	0	0	0	1	0
Project Management &								
Logistics	6	5	2	1	2	1	4	3
HR & Admin	0	2	0	2	0	3	0	1
	40	61	59	42	58	43	70	31

**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.