UK Gender Pay Gap
Report published 5 April 2021
Lonza and the UK Gender Pay Gap Information Regulations

Our commitment and practice provide a solid foundation as we strive for gender pay parity.

1. Our goal: gender pay parity
2. Three UK sites are included in this report: Cambridge, Manchester and Slough
3. In the last 12 months we have grown to over 1200 employees
4. Nearly half of our employees are women

We are committed to support the Gender Pay Gap Information Regulations introduced in 2017, under the Equality Act 2010, which require companies with 250 or more employees in the UK to publish their gender pay gap each year.

Lonza strives for gender pay parity and transparency. Lonza’s pay philosophy and practice reward the individual’s role, skillset, and performance, regardless of gender, gender reassignment, ethnicity, age or other such factors.

Lonza Biologics plc’s population has grown in the past 12 months and today comprises over 1200 employees across our sites in Cambridge, Manchester and Slough. 49.8% of our employees are women.

All of our mandatory gender pay gap figures have been analysed by the internal Lonza Total Rewards team.
We are committed to support the Gender Pay Gap Information Regulations introduced in 2017

**Reporting the numbers**

We are committed to support the Gender Pay Gap Information Regulations introduced in 2017

**As per the UK Government requirements:**

- The figures in this document are a “snap shot” taken on one single day - 5 April 2020
- The mandatory gender pay gap figures display the average (mean*) and median** gap between pay of women and men regardless of their job level and are therefore distinct from an equal pay for equal work analysis
- The figures have to be reported by pay quartiles (low / lower middle / upper middle / upper)

*The mean is the average of the numbers.

**The median is the “middle” of a sorted list of numbers. To find the median, place the numbers in value order and find the middle number.
UK Gender Pay Gap – Hourly Rate and Bonus

Report published 5 April 2020

Median – Hourly Pay Gap
7.2%

Mean – Hourly Pay Gap
15.2%

Median – Bonus Pay Gap
15.1%

Mean – Bonus Pay Gap
32.4%

Figures published 5 April 2020

1214
Total number of employees

613
Women
83%
received bonus pay in 2020

601
Men
83.4%
received bonus pay in 2020
49.8% of our employees across the three sites included in this report are women.
**UK Gender Pay Gap**

What do the numbers tell us?

01

While we are an equal opportunity employer, there is currently a greater proportion of men in senior management roles. Our Talent Development Programs are designed to increase visibility and opportunities to grow into senior management roles.

02

When looking at the data by Lonza’s internal pay bands, we can see that our ongoing initiatives around diversity and flexible working arrangements have had a positive effect on the balance of men and women in each of the pay bands.

03

If “Equal Pay for Equal Work” is compared on each of these pay bands, there is no difference between female and male employees’ remuneration.

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The proportion of senior management relative to our total Lonza Biologics UK community is higher than what would be expected.

Lonza Biologics in Slough hosts a variety of global senior management positions who work across different global parts of the organization, not directly supporting the UK operations.

In line with industry standards, senior management positions carry higher salaries and have higher bonus targets.
Lonza embraces diversity
As part of our recruitment process we ensure women know they are welcome

Diversity across the organization and at all levels ensures our work benefits from multiple approaches and perspectives.

Some of our initiatives from the last 12 months:

1. The proportion of senior management relative to our total Lonza Biologics UK community is higher than what would be expected.

2. As a result of the Global Pandemic, we have reviewed and further increased the ability for all employees to work flexibly. Through the use of core hours, adjustable start and finish times and remote working options available at all levels of the organisation.

3. We have reviewed and updated all our family leave related policies to give greater support and financial assistance through our maternity and shared parental leave policies.
Lonza embraces diversity
We want all employees to be able to grow and development in their careers

In the Diversity & Inclusion announcement, Lonza committed to promoting positive cultural change and improving awareness of hidden diversity. This initiative is testament to that and has been created by women for women to build relationships, gain confidence and to inspire others. RiseUp@Lonza shows action in employees coming together, developing a voice and sharing inclusivity with all of Lonza. The Leadership Team wishes them all the very best in this endeavor and looks forward to supporting this incredible movement!” Says Will Simmons, Diversity & Inclusion Taskforce Lead
Lonza embraces diversity
We want all employees to be able to grow and development in their careers

Yvette Stallwood
Head of Applied Protein Services & Site Head, Cambridge

I started at Lonza over twelve years ago as a scientist in the lab before transitioning into a group leader role, and then on to more senior leadership positions as Head of Department and Head of Cambridge Site. I have always felt fully supported in my roles and believe that Lonza recognises the potential and contribution of individuals based on merit and their achievements, irrespective of their gender.

Tracey Appleton
Group Leader Program Management, Slough

I have been working for Lonza for over 18 years now, I started as a Graduate Scientist in the Cell Culture Department. I have since moved into Proposals, Sales, Commercial Development and Program Management. Lonza recognises talent and provides incredible opportunities regardless of gender, if you are the right person for the job, you are the right person for the job. I have had the most amazing journey at Lonza, feel incredibly valued and I am always recognised for my achievements and after 18 years remain incredibly happy.

Bhroma Patel
Head of Bioanalytics, Slough

Twenty years ago I walked through the doors of Lonza fresh out of university and have not looked back. I started on the shop floor performing analytical testing and supporting our customers. I have always felt the environment at Lonza is very encouraging and inclusive, there have always been amazing opportunities for me to expand my scientific knowledge during the yearly days. I was very fortunate to have inspirational leaders who supported my career and encouraged me to push myself to achieve my career goals. I transitioned through to leadership roles within Analytical services where I was able to develop people management and leadership skills, this gave my the confidence to take the next step into higher management and I was the head of product stability, it was during this time that where I was exposed to another side of the business and yet another platform for me to learn and develop. I was asked to transition to Head of Bioanalytics and help strengthen and transform the team to improve on productivity. I have always been encouraged to strive and achieve my highest goals and have every confidence that this will continue.
## UK Gender Pay Gap

**Our commitment to Talent Development**

<table>
<thead>
<tr>
<th>Category</th>
<th>Female</th>
<th>Male</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Future Leaders</strong></td>
<td>25</td>
<td>15</td>
<td>40</td>
</tr>
<tr>
<td><strong>Emerging Talent</strong></td>
<td>25</td>
<td>13</td>
<td>38</td>
</tr>
<tr>
<td><strong>Top Talent</strong></td>
<td>8</td>
<td>16</td>
<td>24</td>
</tr>
</tbody>
</table>

**TOTAL TALENT DEV PROGAMS**

<table>
<thead>
<tr>
<th>Total</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>58</td>
<td>58</td>
<td>44</td>
</tr>
<tr>
<td>102</td>
<td>102</td>
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</tr>
</tbody>
</table>
UK Gender Pay Gap
Our commitment for 2020

We are committed to create a workplace that attracts and develops women and men alike

In 2021 we are planning to:

Increase the number of people going through both our Leadership and Scientific Talent Development programs, giving greater support at earlier stages to those wish to progress into senior roles in the organization

Continue to increase our support of early career employees through our Apprentice, Placement Student and Graduate programs, increasing the opportunities for people to develop as they start our in their careers
UK Gender Pay Gap - Summary
As reported on the governance website

The following numbers are summarised as they are submitted to the UK Government on:

https://gender-pay-gap.service.gov.uk/?sm_au=iVVP4Z6frqN8Sn1Q

<table>
<thead>
<tr>
<th>Women's hourly rate is</th>
<th>7.2% lower than male’s hourly rate (median)</th>
<th>15.2% lower than male’s hourly rate (mean)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women's bonus pay is</td>
<td>15.1% lower than male’s bonus pay (median)</td>
<td>32.4% lower than male’s bonus pay (mean)</td>
</tr>
<tr>
<td>Who received bonus pay</td>
<td>83.4% of men</td>
<td>83% of women</td>
</tr>
</tbody>
</table>

**Pay Quartiles**

- **Upper**
  - Male: 55.6%
  - Female: 44.4%

- **Upper Middle**
  - Male: 50.2%
  - Female: 49.8%

- **Lower Middle**
  - Male: 45.5%
  - Female: 54.5%

- **Lower**
  - Male: 46.7%
  - Female: 55.3%
Concluding Statement
We hereby confirm accuracy of our numbers and compliance in calculation with the mandatory figures required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Alexander Herget
Head of Site, Senior Director

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