



# GENDER PAY GAP REPORT 2020

# GENDER PAY GAP **REPORT 2020**

In 2017, new UK government legislation was introduced requiring UK companies with 250 or more employees to report their gender pay gap results on an annual basis.

We welcome the UK Government's commitment to greater transparency in this important area.

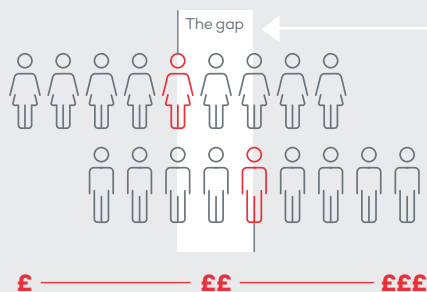
This report is based on 2020 data from Seqirus Vaccines Ltd.

# UNDERSTANDING GENDER PAY GAP

The UK Gender Pay Gap legislation introduced in April 2017, requires reporting of data points covering:

- mean and median average hourly earnings and bonus gap,
- proportion of males and females receiving a bonus payment and
- proportion of males and females in each quartile pay band.

The **median** gender pay gap compares the middle hourly rate for men and the middle hourly rate of women expressed as a percentage.



The **mean** gender pay gap shows the difference in the average hourly rate of pay between men and women. The total pay of all men, divided by the number of men, is compared to women on the same basis.



As different jobs pay differently and the number of men and women performing those jobs varies, a gender pay gap emerges if, for example, more men are in higher paid roles or more women are in lower paid roles.

# IS GENDER PAY GAP THE SAME AS EQUAL PAY?

It is important to note that the gender pay gap is different from 'equal pay'.

A gender pay gap is the description given to the difference in average pay between all men and all women across a company, regardless of role or grade level.

Equal Pay is about ensuring men and women who have the same jobs get the same pay. It considers whether an individual is paid equivalently to other employees doing the same or equivalent work, regardless of gender. Unequal pay is unlawful.



## How are pay quartiles calculated?

The quartiles analysis ranks men and women from the lowest to highest earners. This is then divided into four even groups to show the proportions of men and women in each of these four earnings groups.

## HOW ARE PAY GAP AND BONUS GAP **CALCULATED?**

The pay gap is the measure of the difference between men's and women's hourly earnings in a company. The bonus gap is the difference in all incentive pay received by men and women. This includes all bonuses, long-term incentives and sales commission payments.

### **What's included in our calculations?**

The gender pay gap for Seqirus Vaccines Ltd has been calculated as the difference between the average hourly earnings (excluding overtime) of men and women as a proportion of the average hourly earnings (excluding overtime) of men's earnings. The bonus gap data includes productivity, performance, incentive, commission payments and employee recognition awards received in the 12 months up until 5<sup>th</sup> April.

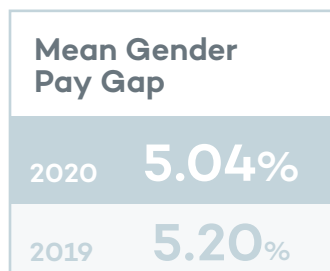
The pay gap calculation is based on the snapshot date of 5<sup>th</sup> April 2020. The bonus data is based on specific bonuses earned between 6<sup>th</sup> April 2019 to 5<sup>th</sup> April 2020.



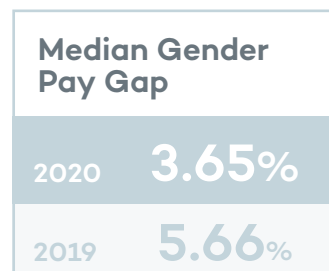
# OUR RESULTS DASHBOARD

## CALCULATIONS

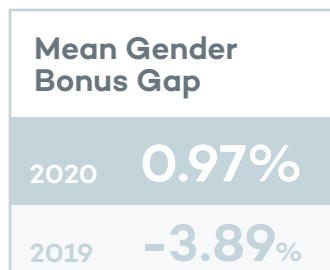
### Calculation 1 Mean Pay



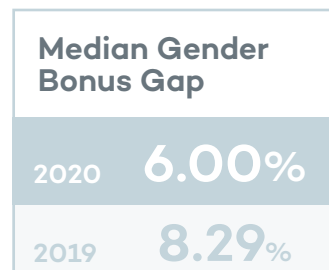
### Calculation 2 Median Pay



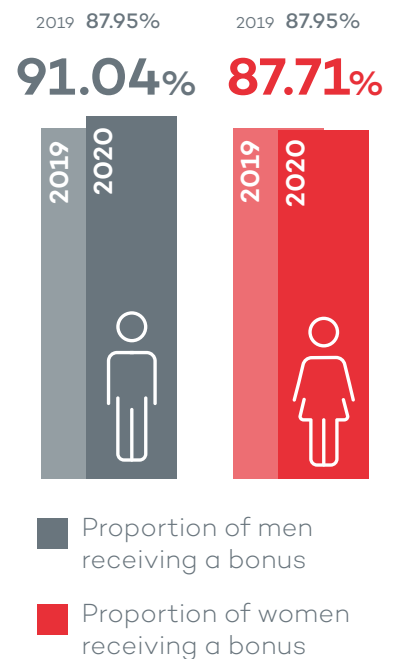
### Calculation 3 Mean Bonus



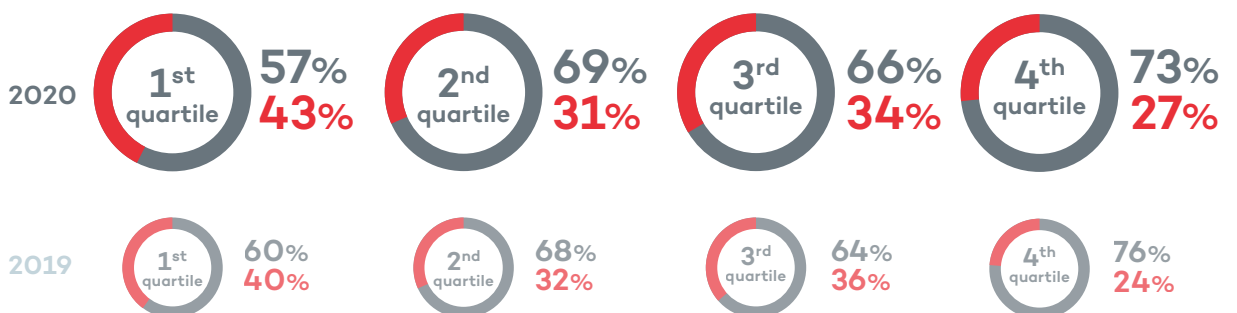
### Calculation 4 Median Bonus



### Calculation 6 Proportion



### Calculation 5 Pay Quartiles



1 is the lowest and 4 is the highest (group of earnings)

## OUR COMMITMENT

Seqirus is part of the CSL Group which was named one of the top companies in the world for diversity and inclusion in 2018 and 2020, and has been recognized one of the world's best employers.

We believe diversity of our workforce is a strength, providing a breadth of thinking and perspectives that ignite innovation and creativity.

We are committed to ensuring that Seqirus reflects the world around us and are committed to increasing gender diversity across the organisation.

It's a critical part of our effort to be on the front line, protecting public health.

**Stephen Marlow**  
General Manager, Seqirus

