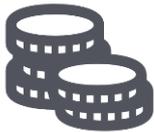


SEQIRUS VACCINES LTD

2017 GENDER PAY REPORT



Gender Pay and Equal Pay



The [Gender Pay Gap reporting regulations](#) came into effect on 5th April 2017, requiring organisations in Great Britain with 250 or more employees to publish information relating to any gender pay gap that exists between men and women in their organisation. It is important to note that the gender pay gap differs from equal pay. Equal pay deals with the pay differences between men and women who carry out comparable jobs and is governed by strict laws. Gender pay gap is a high-level measure of the difference between the average earnings of men and women across an organisation. A gender pay gap does not equate to the existence of an equal pay problem.

The regulations requires employers to report six metrics using a pre-defined methodology:

- Mean pay gap between men and women
- Median pay gap between men and women
- Mean bonus pay gap between men and women
- Median bonus pay gap between men and women
- Proportion of men and women receiving bonuses
- Proportion of men and women distributed across four pay quartiles

Understanding the Numbers

About Mean and Median

The mean hourly rate is the average hourly wage across the entire organization. The mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle. The median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

About Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of women in each quartile gives an indication of women's representation at different levels of the organisation

FY17 Gender Pay Dashboard for Seqirus Vaccines Ltd.

Mean Gender Pay Gap

7%

The median woman earns less than the median man.

Median Gender Pay Gap

13%

The median woman earns less than the median man.

Mean Gender Bonus Pay Gap

0%

There is no bonus pay gap between men and women on.

Median Gender Bonus Pay Gap

3%

The median women received a lower bonus than the median men

88%



89%



■ Proportion of men receiving a bonus

■ Proportion of women receiving a bonus



Proportion of men & women in each pay quartile

51%
49%



Lower Pay Quartile

67%
33%



73%
27%



71%
29%



Upper Pay Quartile

Seqirus Vaccines Ltd. is the manufacturing subsidiary of Seqirus UK limited. As can be seen from our results, the demographics of the workforce is predominantly male.

As part of the CSL Group, Seqirus is committed to workforce diversity and equity, as detailed in our [Code of Responsible Business Practice](#).

Seqirus does not unlawfully discriminate against the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

We understand how diversity helps our business success and seek to treat people fairly, regardless of background.

Tanya Kennedy
Vice President, Human Resources

Figen Zaim
Director, Global Total Rewards