

Gender Pay Gap Analysis for Leica Biosystems Newcastle Ltd 2022

Snapshot date 5th April 2022

Leica Biosystems Newcastle Ltd (the “Company”) is part of Leica Biosystems which is a global leader in workflow solutions and automation, integrating each step in the workflow from biopsy to diagnosis. We are committed to creating an inclusive and diverse workforce everywhere we do business and to paying our associates fairly.

Gender pay gap vs equal pay

Equal pay is our legal obligation as an employer to give men and women equal pay for equal work. Our gender pay gap is not a result of equal pay issues, as we have a gender-neutral approach to pay across all levels of the organisation. We regularly monitor this to make sure we meet this legal and moral obligation.

Closing the gap

The Company’s compensation programs and practices are designed to attract associates, motivate, and reward performance, drive growth and support retention, and cultivate an inclusive culture with equal employment opportunities for associates. A commitment to diversity and inclusion is a key leadership competency at the Company, and we take steps to review and ensure that our associates receive equal pay for equal work.

Closing the overall gender pay gap is different from ensuring equal pay for equal work. It involves the challenge of making sure that men and women are represented at all levels throughout the organisation, particularly in leadership roles which tend to carry higher market rates of pay. We are taking steps to ensure that we are attracting, hiring and promoting diverse talent throughout our system, so we can make progress towards closing a representation gap reflected in the pay report. This is a broader challenge facing many companies in in our sector, and for skilled trades occupations in general.

We recognise the need to strive to close the gaps our data has highlighted, through recruitment, reviewing our compensation, training, addressing historical differences, and retaining those associates for future investment.

Key ongoing initiatives:

- Continue cultural awareness and inclusion training programmes for all managers during 2023;
- Continue to support key events to recognise and encourage diversity, equity, and inclusion;
- Diversity, Equity & Inclusion Committee to champion initiatives and raise awareness;
- Regular review and assessment of diversity metrics and progress;
- Offer and promote flexible working options across the business;

- Celebrating and promoting special dates such as International Women’s Day;
- Diverse representation of candidates for all vacancies during the hiring process, meaning that there should be at least two female candidates for each vacancy;
- Maintain, drive and promote the enterprise level female Associate Resource Group to provide a support network for our female associates.

The Company looks forward to sharing future progress and our commitment to ensuring that everyone has an equal opportunity to progress to senior or highly paid positions. I remain confident as we report in future years, we will continue to see this gap close.

2022 gender pay gap data:

Mean pay gap	4.5%
Median pay gap	-0.5%

Mean bonus gap	16.7%
Median bonus gap	-3.8%

Proportion of men receiving bonus	83.3%
Proportion of women receiving bonus	82.2%

Pay quartiles	% Men	% Women
Upper quartile	56%	44%
Upper middle quartile	44%	56%
Lower middle quartile	42%	58%
Lower quartile	59%	41%

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Declaration

I confirm that the data reported by Leica Biosystems Newcastle Limited is accurate.

A handwritten signature in black ink, appearing to be "S. Johnson", written over a horizontal line.

Sarah Johnson
Senior Director – Operations, PCM and Newcastle Site Lead
Leica Biosystems Newcastle Ltd