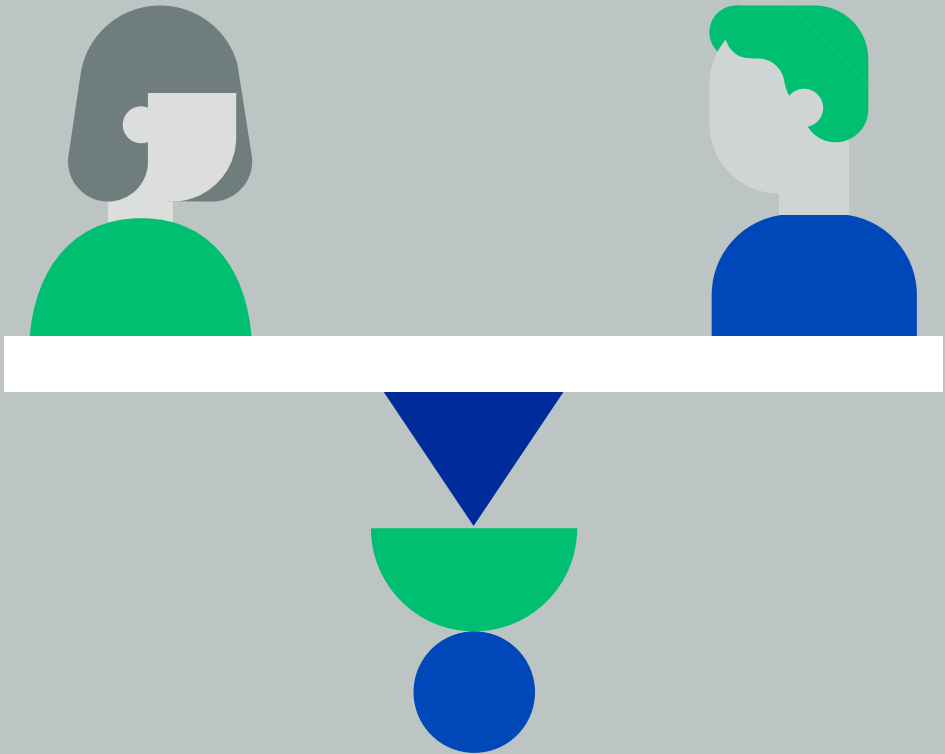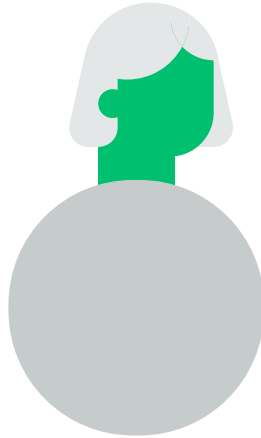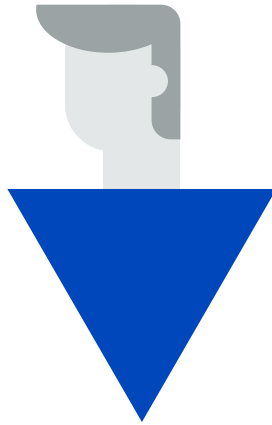# abcam

Our 2021 Gender Pay Gap Report

Introduction

We continue to increase efforts to grow a diverse team and inclusive culture where different characteristics and backgrounds come together in pursuit of our purpose. Essential to our success is listening to our people, recognising their achievements, and providing a safe, empowering, and inclusive environment where they can collaborate, innovate and be their best.

We are proud of the many achievements of our global team across our Diversity & inclusion (D&I) agenda over the last year. We have seen **strong engagement in pursuit of our D&I purpose** and our Employee Resource Groups (ERGs) and other networks are flourishing and having a real impact on our company.

Over the reporting period, **promotions for women to, and within, our leadership teams increased**, as did the proportion of female recruits at this level. We have appointed two new female Board members and welcomed two women to our executive leadership team, **enhancing the gender balance within our senior teams**.

Our lead figures for this year's UK Gender Pay Gap report are a median pay gap of 20.8% and a mean pay gap of 27.4%, **representing a reduction of 6.1% and 0.6%**, respectively. Our mean bonus gap has also reduced by 6.3% to 62.0% and our median bonus gap has increased to 72.3%. These figures are based on pay information from April 2021. Our 2019 and 2020 results are disclosed from page 10.

Whilst the reduction in our overall pay gap figures is encouraging, we know that we still have too few women in our most senior positions. We remain committed to recruit and bring women through our organisation into our most senior positions.

Last year, we set out a range of new actions aimed at achieving greater gender balance at all levels of our organisation, building on the progress made to that point.

Over the year since, we have **implemented Diversity & Inclusion targets linked to our senior team's bonus plan** and established **functional targets to create greater gender balance**.

As part of our commitment to fair pay, we have **completed a global Equal Pay Audit (EPA)** with external partners KPMG and have committed to revisiting it annually. Results from the EPA positively validated our approach to fair pay, with no roles requiring remedial action.

We have **achieved our target of having at least two women on every shortlist** for 71% of roles recruited over the year and increasingly have gender mixed interview panels. **Gender neutral recruitment advertisements** have been employed globally using software designed to filter out unconscious bias from our job descriptions. We have implemented mandatory Recruiting for Growth training for all hiring managers **further embedding our objective, inclusive and consistent approach to recruitment.**

Our accelerated growth leadership development programme, aimed at embedding a scientific approach to measuring potential, is now **comprised of 57% women. Diversity & Inclusion and unconscious bias training** has been rolled out to our global leadership team.

We have also **recruited a Head of Diversity & Inclusion** to drive further progress in this area and **report on Diversity & Inclusion regularly to Executive teams**.

2020-23 Actions to achieve greater gender balance

Leadership
– Introduce **Diversity & Inclusion targets linked to Senior Leadership bonus**
– **Establish functional targets** to create greater gender balance
– Establish a global **Gender Equality Team** of senior leaders tasked with driving progress against these actions

Reward
– **Equal Pay audit**. We will partner with an external advisor to validate our approach to equal pay at Abcam

Talent Acquisition
– Increase our target (from 1) to have at least 2 women on every shortlist and report on % of senior roles that had at least 2 women on the shortlist
– Employ **gender neutral recruitment advertisements** using software designed to filter out unconscious bias from our recruitment campaigns
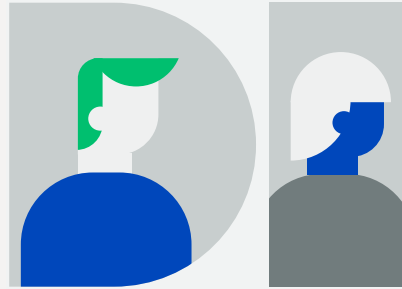– Have **gender mixed selection panels** where possible

Training and Development
– **Accelerated growth**, embedding our scientific and objective approach to measuring potential and target at least 50% women on high potential development programmes
– **Diversity & Inclusion leadership training** introduced across all of our management and leadership programmes
– **Unconscious bias training** implemented across Abcam to raise awareness of our unconscious biases and provide tools to adjust our automatic patterns of thinking
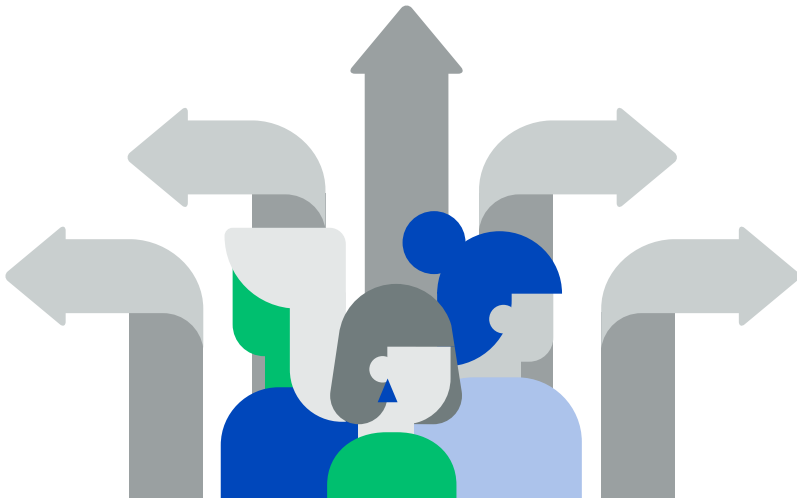
Employee Resource Groups (ERGs) & Development Networks

Our people have built Employee Resource Groups (ERGs) and development networks across Abcam to provide information, grow ideas to further evolve our inclusive culture and offer support when needed. We now have groups and networks focused on gender, family, race & ethnicity, mental health, disability, social mobility, and LGBTQ+. Each ERG has dedicated HR support and an executive sponsor and are represented in our global Diversity and Inclusion network. These groups play an impactful role in fostering an inclusive culture at Abcam.

Our objective

Our gender pay gap is driven by too few women at senior job levels across our business. Ultimately, changing this imbalance will not be immediate but we believe that the actions we have committed to will stimulate measurable and sustainable change over the long term.

"

I confirm the gender pay gap data in this report is accurate.

Nick Skinner
SVP Human Resources

How we measure our gender pay gap

What is the gender pay gap?

The gender pay gap is a measure of the difference in the mean and median pay of men and women, regardless of the nature of their work, across our UK organisation. The gender pay gap does not measure equal pay. Equal pay relates to what women and men are paid for the same or similar jobs or work of equal value. In the UK, it has been illegal to pay women and men unequally for almost 50 years. We review our pay practices to safeguard that issues with equal pay are not encountered.
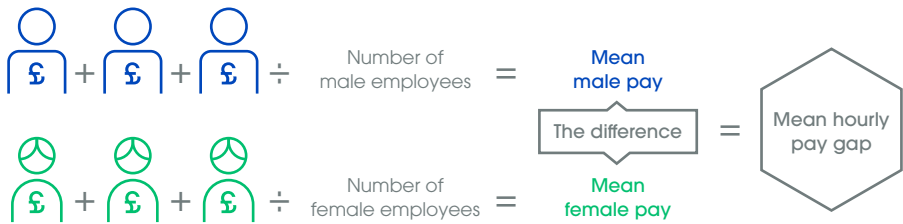
Legislative requirements

All UK companies with 250 employees or more on 5 April 2021 are required to report the following gender pay gap data:

– The difference in mean and median pay between male and female employees (based on hourly rates of pay as of 5 April 2021)
– Difference in mean and median bonus pay between male and female employees (based on bonus pay received in the 12 months preceding 5 April 2021)
– The proportion of male and female employees who received bonus pay
– The proportion of male and female employees across four proportional pay bands
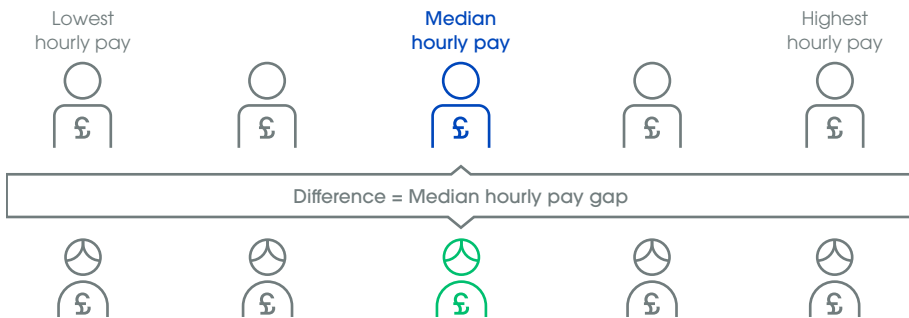
What is the mean?

The mean is the average of all the numbers in a set. It is calculated by adding all of the numbers together then dividing by how many numbers in total there are.

What is the median?

The median is the middle of a sorted list of numbers. It is calculated by placing all of the numbers in value-order and finding the middle.
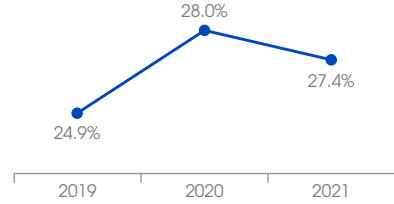
Our Gender Pay Gap
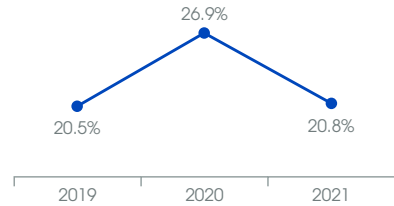## Results

United Kingdom results

Commentary – More women have been promoted to leadership levels, and overall, this year, helping to drive the reduced pay gap figures. Our bonus gap figures have been skewed by there being a high proportion of women receiving lower ad hoc bonus awards such as recruitment referral awards over the year.
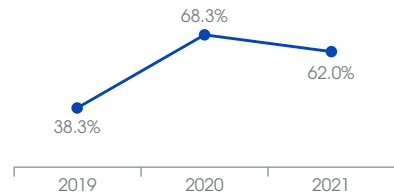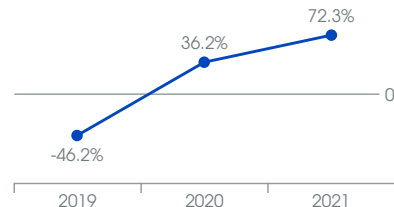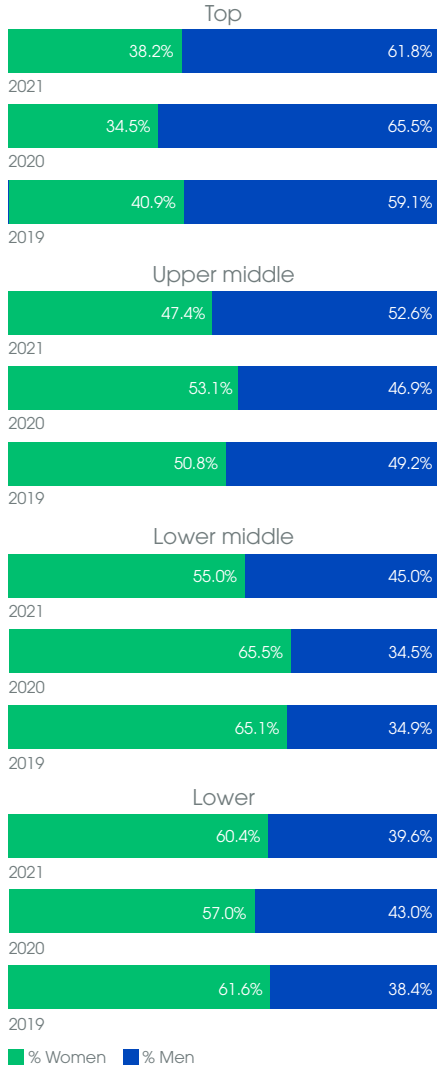
Mean hourly pay

24.9%　28.0%　27.4%

2019　2020　2021

Median hourly pay

20.5%　26.9%　20.8%

2019　2020　2021

Mean bonus gap

38.3%　68.3%　62.0%

2019　2020　2021

Median bonus gap

-46.2%　36.2%　72.3%　0

2019　2020　2021

Pay quartiles

Top

38.2%	61.8%

2021

34.5%	65.5%

2020

40.9%	59.1%

2019

Upper middle

47.4%	52.6%

2021

53.1%	46.9%

2020

50.8%	49.2%

2019

Lower middle

55.0%	45.0%

2021

65.5%	34.5%

2020

65.1%	34.9%

2019

Lower

60.4%	39.6%

2021

57.0%	43.0%

2020

61.6%	38.4%

2019

🟩 % Women 🟦 % Men

Receiving bonus

2019	20%
2020	22%
2021	22%

2019	26%
2020	24%
2021	25%

🟩 Women 🟦 Men

11