

# Our 2022 gender pay gap report









A vertical photograph on the left side of the page shows a person's shoulder and arm in a dark jacket, sitting at a desk and looking out a large window. The view outside the window is a blurred cityscape with tall buildings under a bright sky.

# Introduction

In 2022, our efforts continue to be focused on building our diverse global team and enhancing our culture of inclusion. We pride ourselves on creating an environment where different characteristics and backgrounds come together in pursuit of our purpose to serve life scientists. Key to this is our ability to listen closely to the needs and experiences of our employees, which results in a safe, empowering and engaging workplace where everyone feels they can contribute, be creative and bring their best selves to work.

This year, there has been an increased commitment to equity, diversity and inclusion (EDI) throughout the company, globally. Notably, we are making strides in our efforts to monitor equality across our processes, and we have established a number of initiatives to ensure that inclusion is threaded throughout everything that we do at abcam. In particular, 2022 saw the launch and results of the first ever abcam census, which gathered exceptionally high response rates and engaged, at >75%.

Alongside this, we saw an **increase in the proportion of promotions for females into and within, our senior leader population, to 55%**, which is in line with the overall representation across the organization. The proportion of female external hires at this level was also broadly equal, at 47%, and we also saw an equal number of exits across males and females, across all levels.

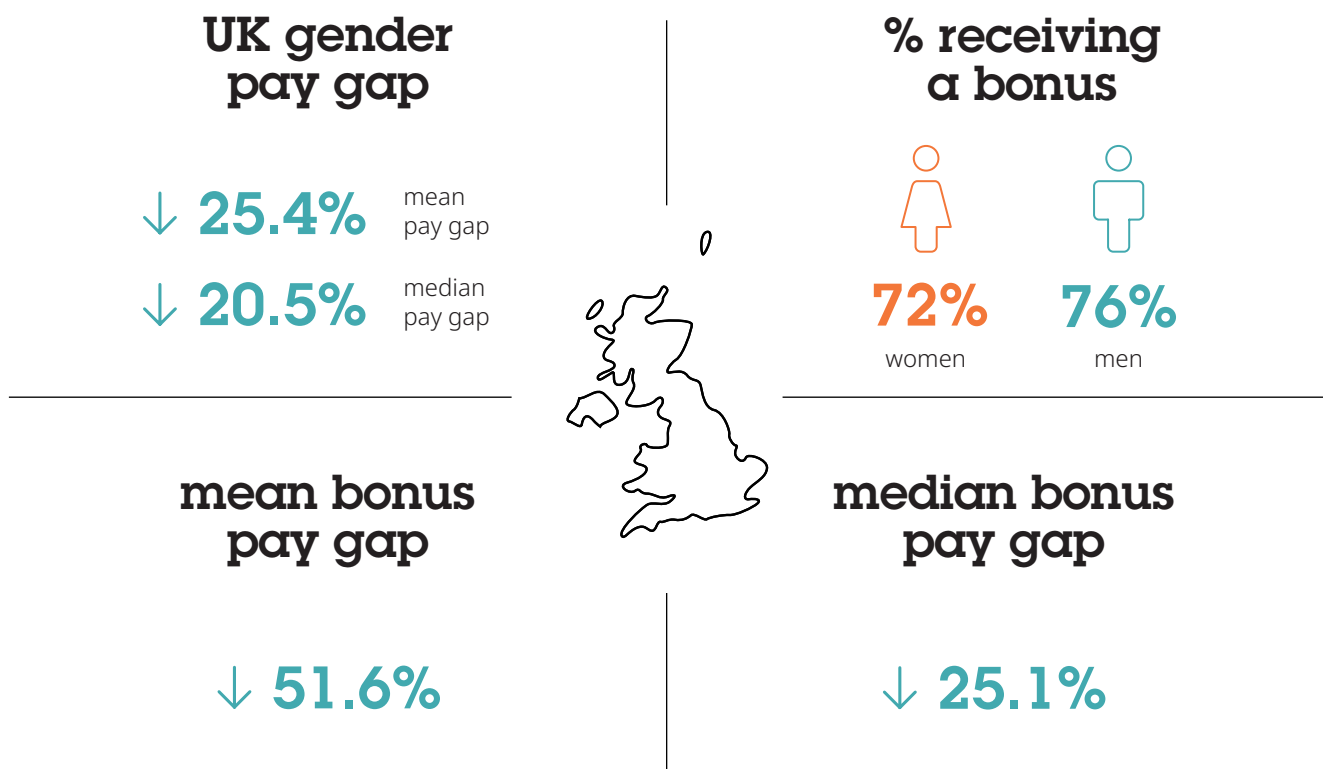
> 75%

**\*\*response rate and engagement around the abcam Census**



As a result, our lead figures for this year's UK Gender Pay Gap are a mean pay gap of 25.4% and a median pay gap 20.5% respectively, which is a decrease of 2.0% and 0.3%. The percentage of males and females receiving a bonus rose significantly this year due to the vesting of the AbShare scheme in November 2021 to 76% for men, and 72% for women. As a result, our mean bonus pay gap decreased to 51.6% and the median bonus gap also decreased significantly to 25.1%.

All figures are based on pay information from April 2021 to April 2022, with a snapshot date of 5th April 2022. Results from previous years are also disclosed from page 16 onwards.





**Whilst this continued reduction in our overall pay gap 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 organization into our most senior positions.**



Our senior leaders are continuing to establish and work towards targets related to diversity and inclusion. These targets are linked to their bonus plan and are part of their wider ESG targets. Activity across the functions over the past year have been successful in driving better gender balance across the company.

In particular, unconscious bias and allyship training have been delivered to the company, and there has been a gradual rollout of training on inclusive communication which includes topics such as gender neutral language.

In 2021 we completed a global Equal Pay Audit (EPA) with external partners

KPMG, which positively validated our approach to fair pay. This year, we have evolved and deepened our pay analytics, by more closely examining how our salary benchmarking data from Willis Towers Watson drives our pay decisions, as well as how gender influences this relationship.

We also continue to meet our target to have at least two women on every shortlist for roles across the organization. In the 2022 reporting period we saw an increase from 70% to 80% of roles achieving this target. We hope to see a continued increase in this key metric in 2023.

70% > 80%

**of roles had two women  
on the shortlist**



## LEADERSHIP DEVELOPMENT

In terms of leadership development, we launched the **The Manager Show**, which is a monthly townhall where leaders and managers have the opportunity to share stories and leadership insight, as well as learn about key initiatives to take back to their teams.

Alongside this, the HR team have also created two new roles in the partnering team that are solely dedicated to inclusive talent management and succession planning. These individuals are currently building an exciting schedule of activity with managers and leaders, one that is focused on building talent for the future. We will begin report on their impact in next year's report.



# 2022-2023

**Actions to achieve greater  
gender balance**

## Leadership

1

### Introduce

Diversity & Inclusion targets linked to Senior Leadership bonus

2

### Establish

functional targets to create greater gender balance

3

### Establish a global Gender Equality Team

of senior leaders tasked with driving progress against these actions

## 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

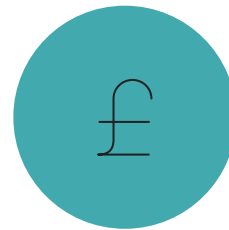
selection panels where possible



### Identify and accelerate

female talent pipelines for senior and critical succession roles

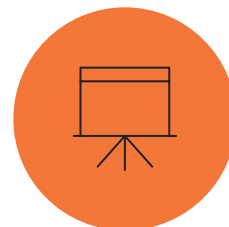
## Reward



### Equal Pay audit

We will partner with an external advisor to validate our approach to equal pay at abcam

## 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



### **Employee Resource Groups (ERGs) & External Partners**

Our seven Employee Resource Groups (ERGs) continue to raise awareness of lived experience across all of our global sites, and they are a critical friend to the business. The groups are focused on gender, family/community, race & ethnicity, mental health, disability, social mobility, and LGBTQ+ inclusion. They are crucial to driving inclusion throughout abcam.

We continue to work with several organizations around best practice in diversity and inclusion. The Business Disability Forum, Business In The Community and Stonewall have provided us with resources and advice that inform our gender equity journey.



# Our objective

Results in 2022 have reconfirmed that the majority of our gender pay gap is caused by too few women at senior job levels across our business, as well as fewer males at more junior levels.

We are pleased with our continued progress, but we continue to make changes which will enhance that progress.

With the creation of new roles in the Talent Team dedicated to inclusive succession planning and talent management, combined with our increased ability to leverage real-time people data, we are confident that we will see continued positive and sustainable impact on our business.





"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 organization. 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.

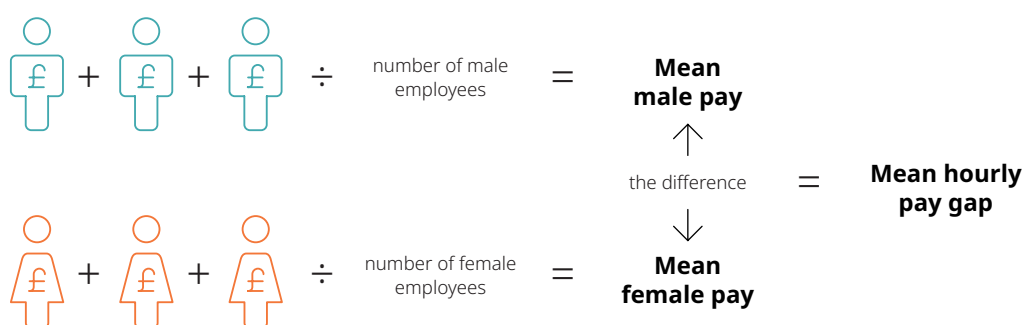
## Legislative requirements

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 2022)
- Difference in mean and median bonus pay between male and female employees (based on bonus pay received in the 12 months preceding 5 April 2022)
- The proportion of male and female employees who received bonus pay
- The proportion of male and female employees across four proportional pay bands

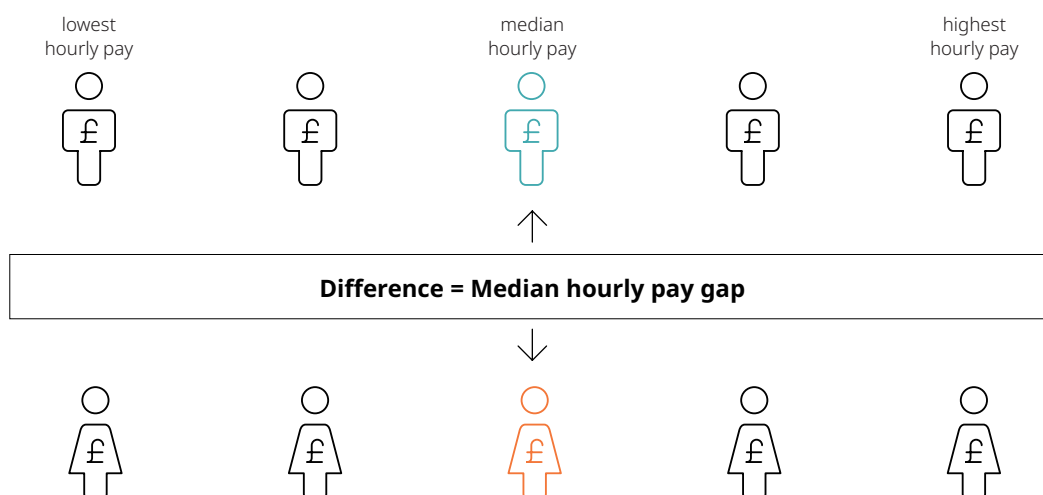
## What is the mean?

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

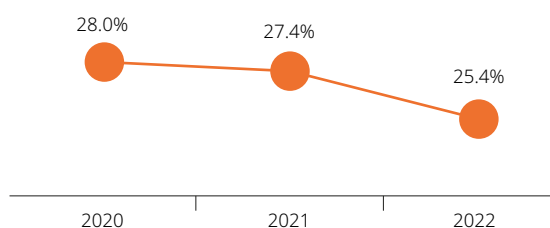


### United Kingdom

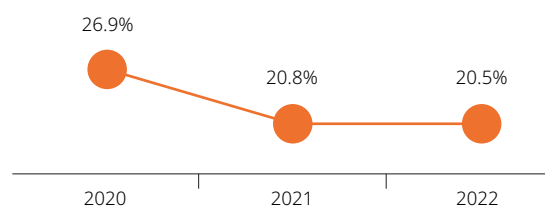
55% of promotions into and within senior roles were made by females in the reporting period, and the hourly pay increases associated with those promotions was equal to that of comparable male promotions.

Our bonus gap figures were affected by the vesting of the Abshare scheme in November 2021. This increased the % of both males and females who received a bonus to >70%, and as a result the bonus pay gap has decreased in all regions except the US.

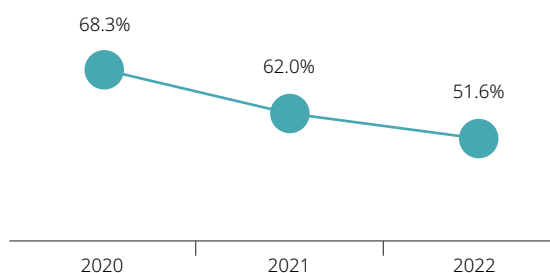
UK  $\mu$  hourly pay gap



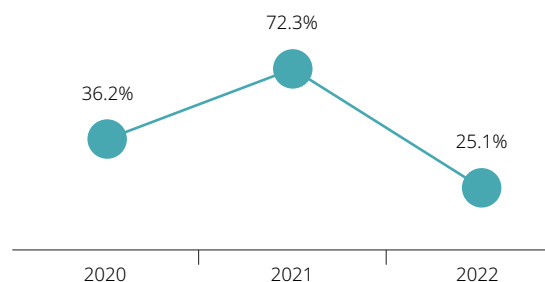
UK median hourly pay gap



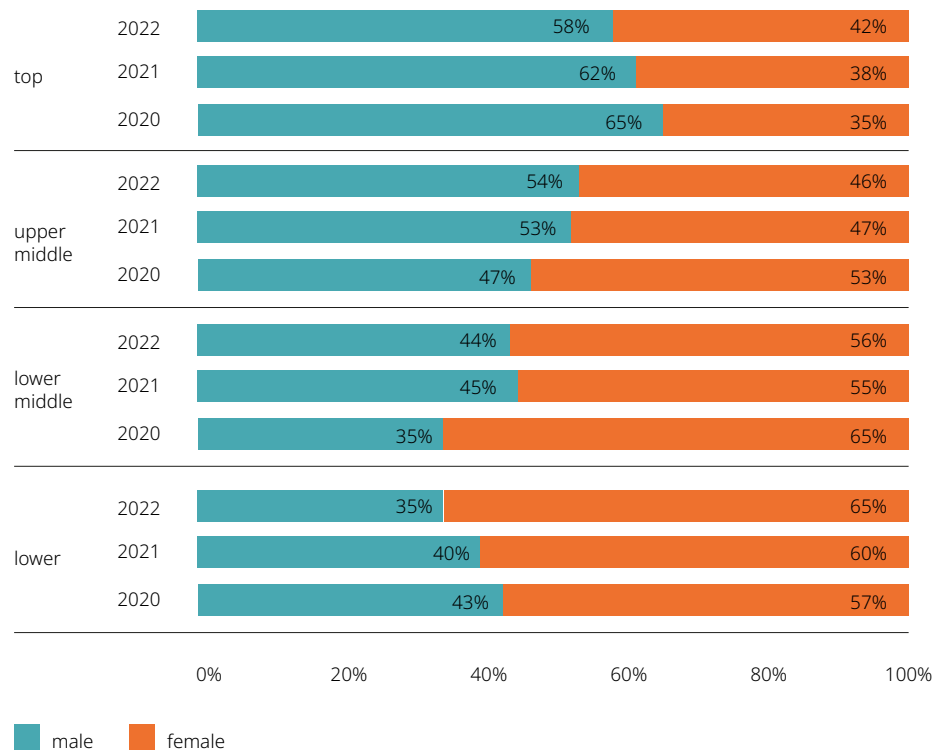
UK  $\mu$  bonus pay gap



UK median bonus pay gap



### In each quartile, what is the % of men vs women



### % of men and women receiving a Bonus

