



# Lonza

## UK Gender Pay Gap

Report published 05 April 2021

08 March 2022

# Lonza and the UK Gender Pay Gap Information Regulations



Our commitment and practice provide a solid foundation as we strive for gender pay parity



Our goal: gender pay parity



Two UK sites are included in this report: Cambridge and Slough



In the last 12 months we have grown to just under 1300 employees



Over half of our employees are women



**We are committed to support the Gender Pay Gap Information Regulations introduced in 2017, under the Equality Act 2010, which require companies with 250 or more employees in the UK to publish their gender pay gap each year.**

All of our mandatory gender pay gap figures have been analysed by the internal Lonza Total Rewards team.

Lonza strives for gender pay parity and transparency.

Lonza's pay philosophy and practice reward the individual's role, skillset, and performance, regardless of gender, gender reassignment, ethnicity, age or other such factors.

Lonza Biologics plc's population has grown in the past 12 months and today comprises of almost 1300 employees across our sites in Cambridge and Slough. 51.7% of our employees are women.

# Reporting the numbers

We are committed to supporting the Gender Pay Gap Information Regulations introduced in 2017



## As per the UK Government requirements:

- The figures in this document are a “snap shot” taken on one single day - 5 April 2021
- The mandatory gender pay gap figures display the average (mean\*) and median\*\* gap between pay of women and men regardless of their job level and are therefore distinct from an equal pay for equal work analysis
- The figures have to be reported by pay quartiles (low / lower middle / upper middle / upper)

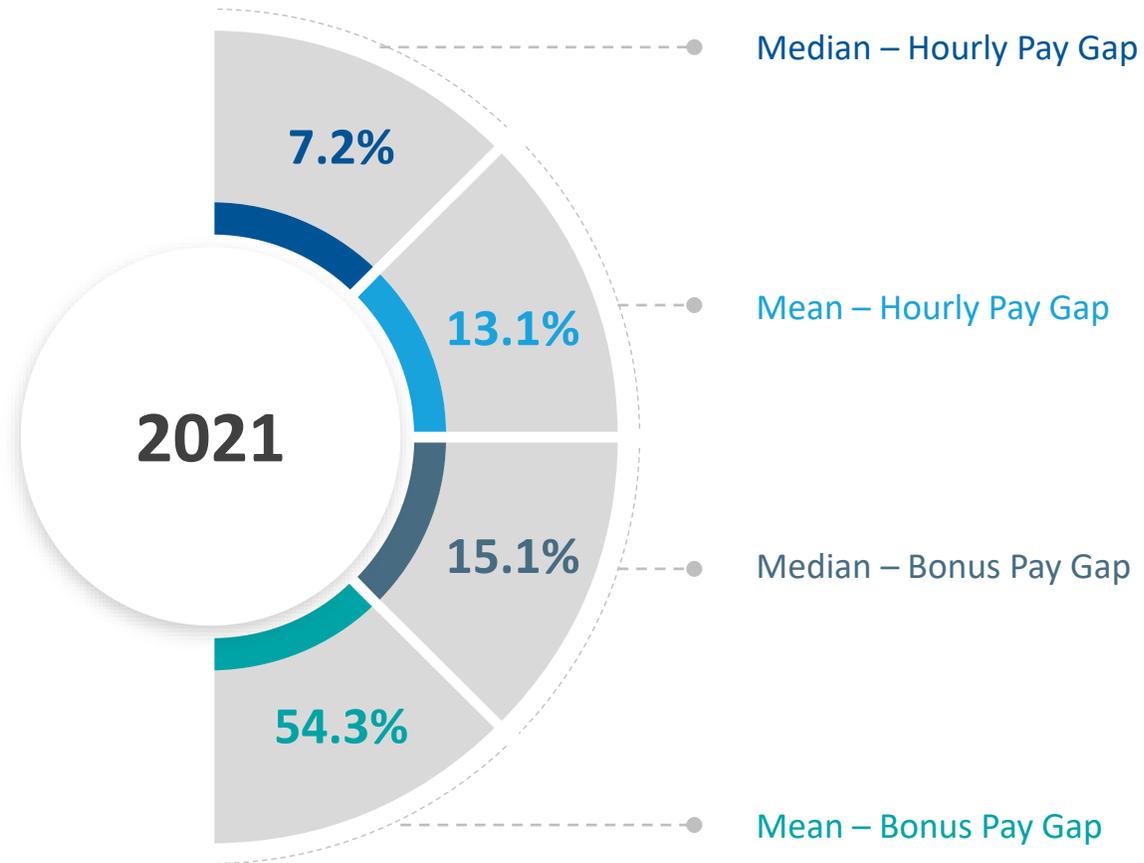


\*The mean is the average of the numbers.

\*\*The median is the "middle" of a sorted list of numbers. To find the median, place the numbers in value order and find the middle number.

# UK Gender Pay Gap – Hourly Rate and Bonus

Report published 5 April 2021



## Figures published 5 April 2021



**1276**

Total number of employees



**660**  
Women



**88.9%**  
received bonus pay in 2021



**616**  
Men



**86.2%**  
received bonus pay in 2021

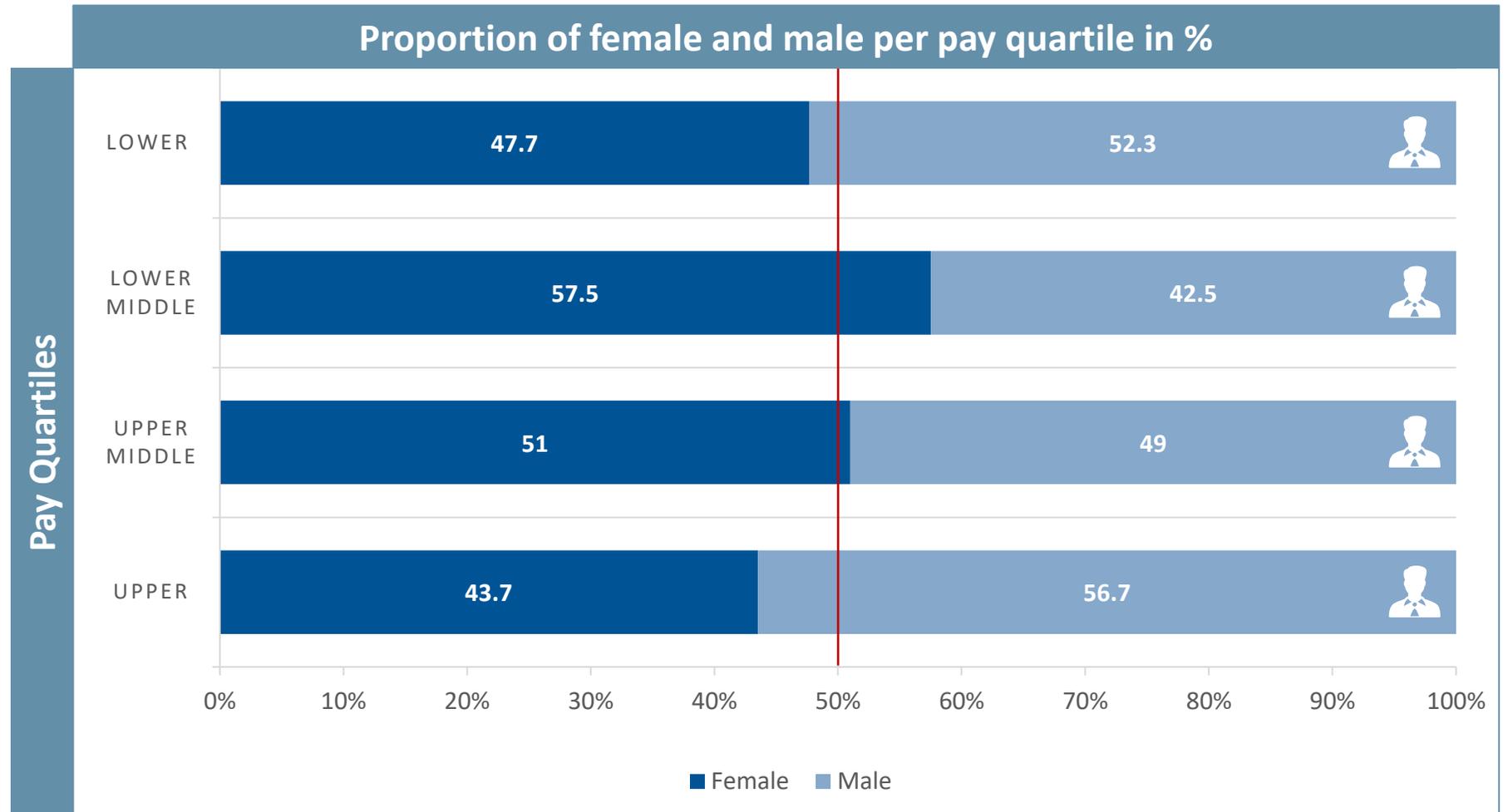
# UK Gender Pay Gap – Pay Quartiles

Report published 5 April 2021



## 51.7%

of our employees across the two sites included in this report are women



# UK Gender Pay Gap

What do the numbers tell us?



✓ The proportion of senior management relative to our total Lonza Biologics UK community is higher than what would be expected.

✓ Lonza Biologics in Slough hosts a variety of global senior management positions who work across different global parts of the organization, not directly supporting the UK operations

✓ In line with industry standards, senior management positions carry higher salaries and have higher bonus targets.

01

While we are an equal opportunity employer, there is currently a greater proportion of men in senior management roles. Our Talent Development Programs are designed to increase visibility and opportunities to grow into senior management roles.

02

When looking at the data by Lonza's internal pay bands, we can see that our ongoing initiatives around diversity and flexible working arrangements have had a positive effect on the balance of men and women in each of the pay bands.

03

**If "Equal Pay for Equal Work" is compared on each of these pay bands, there is no difference between female and male employees' remuneration.**

# Lonza embraces diversity

As part of our recruitment process, we ensure women know they are welcome



Diversity across the organization and at all levels ensures our work benefits from multiple approaches and perspectives.

## Some of our initiatives from the last 12 months:



RiseUp@Lonza. This grassroots movement was set up by our employees to create opportunities for women to build relationships, gain confidence and be inspired. It is helping us to take small but important steps to drive change from within.



As a result of the Global Pandemic, we have implemented a hybrid working model, which enables greater flexibility to manage a work life balance.



Following the review of our family leave related policies we implemented a sabbatical leave policy in 2021 which may benefit women who want to take a longer break from work to that which the family leave policies offer.

## Lonza embraces diversity

We want all employees to be able to grow and develop in their careers

# Lonza



**Caroline Barth**  
Chief Human Resources  
Officer, Lonza

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*“In order to ensure equal experience, we need to create equal opportunity. We need to challenge the stereotypes and the norms and not simply accept ‘that’s the way it’s always been’. Bias will only be challenged if we are confident enough to put ourselves forward to succeed and if we are prepared to ask for what we want.”*

# Lonza embraces diversity

We want all employees to be able to grow and develop in their careers



## **Nicky Wingrove**

Head of Viral Clearance,  
Slough

I have worked for Lonza for over 15 years now, I started as a fresh Graduate in Purification Development and moved across to Viral Clearance where I trained to become a Study Director. I worked my way up as a scientist in the lab before transitioning into management and a Group Leader role. I was very fortunate to have been given a secondment opportunity as Acting Head of Viral Clearance before I went on maternity leave, returning later as the new Head of Viral Clearance. I have always felt very supported in my career at Lonza and have been recognised for my talent and have been given opportunities to further my development regardless of gender.



## **Sammina Ahmed**

Principal Group Leader,  
Bioassay Method  
Development,  
Slough

My career journey at Lonza began 19 years ago as a graduate scientist determined to accomplish three things: develop a technically focussed career, maintain an active learning attitude and make a difference in a potential patients life. I am still working on these goals as this is an adaptive and evolving process with every customer specific product – every single day is different. I have been privileged to be surrounded by motivated like minds to that inspire me to challenge myself, adapt and help people around me succeed as a team. My career has transitioned from technically focussed roles to leadership roles which has enabled me to build a skillset which has supported my move into a global analytical role which will involve interaction with multiple divisions. The opportunities at Lonza are diverse and support our collective purpose of enabling a healthier world.



## **Bhroma Patel**

Head of Bioanalytics,  
Slough

Twenty years ago, I walked through the doors of Lonza fresh out of university and have not looked back. I started on the shop floor performing analytical testing and supporting our customers. I have always felt the environment at Lonza is very encouraging and inclusive, there have always been amazing opportunities for me to expand my scientific knowledge during the yearly days. I was very fortunate to have inspirational leaders who supported my career and encouraged me to push myself to achieve my career goals. I transitioned through to leadership roles within Analytical services where I was able to develop people management and leadership skills, this gave me the confidence to take the next step into higher management and I was the head of product stability, it was during this time that where I was exposed to another side of the business and yet another platform for me to learn and develop. I was asked to transition to Head of Bioanalytics and help strengthen and transform the team to improve on productivity. I have always been encouraged to strive and achieve my highest goals and have every confidence that this will continue.

# UK Gender Pay Gap

Our commitment to Talent Development



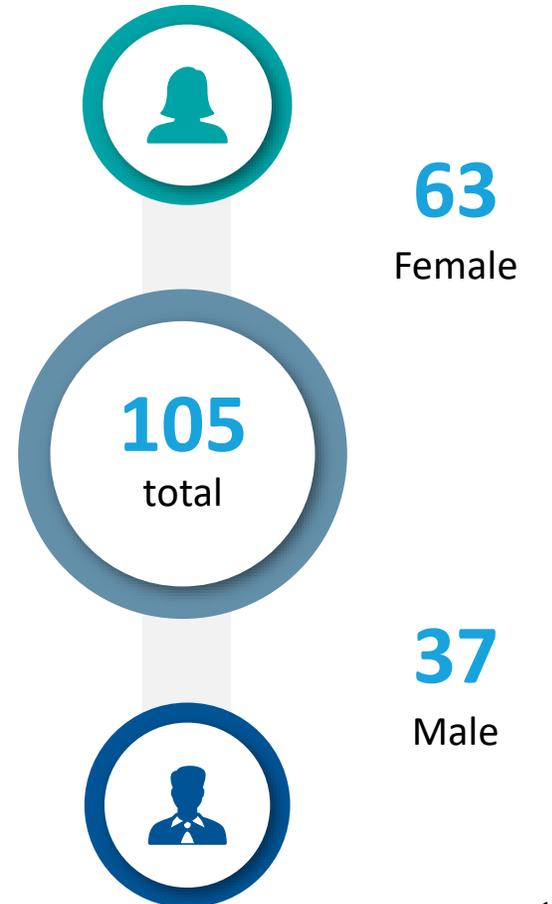
## Future Leaders



## Activate



## TOTAL TALENT DEV PROGRAMS



## Emerging Talent Leader

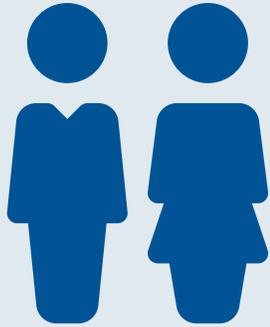


## Emerging Talent Technical



# UK Gender Pay Gap

Our commitment for 2020



**We are committed to creating a workplace that attracts and develops women and men alike**

## In 2022 we are planning to:



We will be focusing on Individual Development Plans this year, to ensure that all of our employees have meaningful development discussions. Whilst aligning with succession planning across the whole organization.



Continue to increase our support of early career employees through our Apprentice and Placement Student programs, increasing opportunities for people to develop as they start out in their careers. As well as building foundations at an earlier stage through our Future Frontiers program with School aged children.

# UK Gender Pay Gap - Summary

As reported on the governance website



## Summary

The following numbers are summarised as they are submitted to the UK Government on:

[https://gender-pay-gap.service.gov.uk/?\\_sm\\_au=iVVP4Z6frqN8Sn1Q](https://gender-pay-gap.service.gov.uk/?_sm_au=iVVP4Z6frqN8Sn1Q)

<b>Women's hourly rate is</b>	<b>7.2%</b> lower than male's hourly rate (median)	<b>13.1%</b> lower than male's hourly rate (mean)
<b>Women's bonus pay is</b>	<b>15.1%</b> lower than male's bonus pay (median)	<b>54.3%</b> lower than male's bonus pay (mean)
<b>Who received bonus pay</b>	<b>86.2%</b> of men	<b>88.9%</b> of women

## Pay Quartiles



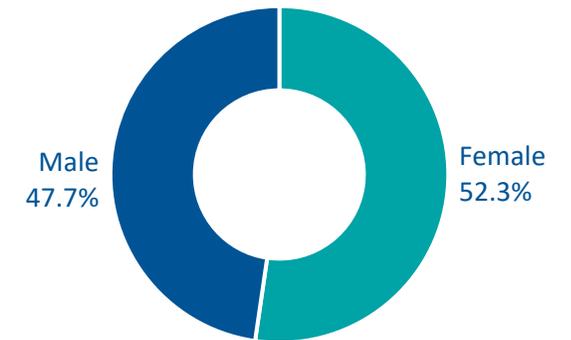
Upper



Upper Middle



Lower middle



Lower

## **Concluding Statement**

We hereby confirm accuracy of our numbers and compliance in calculation with the mandatory figures required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Alexander Herget**

Head of Operations, Biologics UK

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