

## Gender Pay Gap Analysis for Leica Biosystems Newcastle Ltd 2023

### **Snapshot date 5<sup>th</sup> April 2023**

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.

Under legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gaps. Our UK Gender Pay Report is based on information as of the snapshot date of 5 April 2023.

We have a very small mean gender pay gap of 1.8% which has reduced by 2.68% from last year. We made significant progress in reducing the mean gap in bonuses awarded and the percentage of women eligible for a bonus has increased. We are making progress.

### 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, where the overall gender pay gap resulting from fewer women in higher-paid roles is often higher than even the overall UK national average.

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 associates. In 2023 we reviewed our family friendly policies, specifically our benefits package. This resulted in a significantly enhanced maternity, paternity & adoption offering for our associates. An additional area of focus for the business during the year was to better equip our leaders to support our associates with menopause in the workplace. We have delivered training via an external training specialist provider and reviewed our private

healthcare benefit to include a specific menopause treatment plan option, along with reviewing our current policies & processes.

Key ongoing initiatives:

- Continuing cultural awareness and inclusion training programmes for all managers during 2024;
- Continuing to support key events to recognise and encourage diversity, equity + inclusion;
- Diversity, Equity + Inclusion Committee to champion initiatives and raise awareness;
- Regular review and assessment of diversity metrics and progress;
- Offering and promoting 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;
- Maintaining, driving, and promoting 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 that as we report in future years, we will continue to see this gap close.

**2023 gender pay gap data:**

Mean pay gap	1.82%
Median pay gap	-2.82%

Mean bonus gap	-3.23%
Median bonus gap	-12.69%

Proportion of men receiving bonus	97.3%
Proportion of women receiving bonus	96.8%

Pay quartiles	% Men	% Women
Upper quartile	55%	45%
Upper middle quartile	42%	58%
Lower middle quartile	47%	53%
Lower quartile	57%	43%

**Declaration**

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



**Sarah Johnson**

**Senior Director – Vice President & General Manager, Advanced Assays Centre of Excellence  
Leica Biosystems Newcastle Ltd**