

Aptuit (Oxford) Ltd  
*(An Evotec Company)*

# GENDER PAY GAP REPORT 2021

## 1. INTRODUCTION

Evotec is a global, publicly listed biotechnology company, and leader in the discovery and development of novel small molecule drugs with operational sites in Europe and the US. The Company has built substantial drug discovery expertise and an industrialised platform that can drive new innovative small molecule compounds into the clinic. In addition, Evotec has built a deep internal knowledge base in the treatment of diseases related to neuroscience, pain, oncology, inflammation and metabolic diseases.

Evotec has offices in France, Germany, Italy, Austria, UK and US. Our UK offices are based in the Abingdon, Oxfordshire and Alderley Park, Cheshire and form part of Evotec UK Ltd.

Aptuit (Oxford), an Evotec company, is a pharmaceutical services provider that offers the most complete set of integrated early discovery to mid-phase drug development solutions by applying scientific excellence, outstanding service and a team of some of the foremost scientific professionals in the industry.

## 2. GENDER PAY GAP EXPLAINED

From 2017 onwards, any UK organisation employing 250 or more employees has to publicly report on its gender pay gap in six different ways:

1. Mean pay gap
2. Median pay gap
3. Mean bonus gap
4. Median bonus gap
5. Proportion of men and women who received bonuses
6. Number of men and women according to quartile pay bands

A gender pay gap is not the same as equal pay. Equal pay is a direct comparison between individuals. It considers whether an individual is paid equivalently to other employees doing the same or equivalent work regardless of gender. The gender pay gap, however, shows the difference in the average earnings between all men and women in an organisation regardless of role or seniority.

A company reporting a positive pay gap means its male employees, on average, are paid more than its female ones. A company reporting a negative pay gap means its female employees are paid more than its male ones on average.

## 3. APTUIT (OXFORD) LTD'S GENDER PAY GAP DATA 2021

We collected our data on 5th April 2021 and at this time our workforce at Aptuit (Oxford) consisted of 95 women and 164 men. The figures show that Aptuit (Oxford) has:

### *Difference between female and male employees earnings at Aptuit (Oxford)*

Mean gender pay gap (in hourly pay)	9.5% lower
Median gender pay gap (in hourly pay)	5.8% lower

Aptuit (Oxford) has a higher percentage of male employees (63.3%) than female employees. Given the higher proportion of male employees, there are more male than female employees in all pay quartiles at Aptuit (Oxford). However, the split between male and female employees becomes greater with seniority, and therefore pay levels. The underrepresentation of females at senior level is typical of the STEM sector and a challenge that all businesses in this sector face.

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
42%	58%	44%	56%	33%	67%	27%	73%
26 women	36 men	27 women	35 men	21 women	42 men	17 women	46 men

According to Women in STEM in 2021, the percentage of women entering STEM subjects at university level was 26% and at employment level was 24%.

When compared to these statistics, whilst Aptuit (Oxford) has a higher percentage of male employees (63.3%), the company's percentage of female employees (36.7%) is higher than in some organisations in the STEM sector.

## 4. APTUIT (OXFORD) LTD'S GENDER BONUS GAP DATA 2021

All Aptuit (Oxford)'s permanent & fixed term employees in the UK are eligible for an annual bonus. 92% of male employees and 97% of female employees received a bonus in the relevant period for this report. Those employees who did not receive a bonus were not eligible to do so.

The bonus figures show that Aptuit (Oxford) has:

### *Difference between female and male employees bonus pay at Aptuit (Oxford)*

Mean gender bonus gap	18.6% lower
Median gender bonus gap	7% lower

Aptuit (Oxford) has several different bonus offerings to reflect business and individual contributions. Aptuit (Oxford)'s bonus pay gap reflects the lower level of females at senior level where bonus is a larger component of overall compensation.

A higher percentage of our leadership team are male which is why there is a higher mean bonus pay gap. Although there is a higher proportion of males to females in the higher pay quartiles, Aptuit (Oxford) also has a significant proportion of males in the lower two pay quartiles who receive lower bonuses (see quartile table above). This results in the median bonus gap being lower than the mean bonus gap.

The figures are also affected by the bonus pay gap being based on actual payments received with the pro-rating of bonus calculations for part-time workers. Pro-ration is a contributing factor to the size of the reported bonus and impacts on both the mean and median bonus gap as a higher proportion of female employees at Aptuit (Oxford) are part-time.

## 5. APTUIT (OXFORD) LTD'S COMMITMENT TO REDUCING THE GENDER PAY GAP

Whilst Aptuit (Oxford)'s reward policy and practice is one that rewards based on performance and market comparison, and is gender neutral, we offer flexible working practices to all employees and have a diverse workforce, there is more that the company can do to reduce the gender pay gap.

Aptuit (Oxford) is committed to reducing the gender pay gap and our UK HR team will continue to work with the leadership team to create initiatives to close the gender pay gap. This will include:

- ▶ We have and will continue to encourage employees at all levels to network within the STEM sector by attending and presenting at conferences and other events
- ▶ We have introduced a global ESG function into the Company, and one of the remits of the Department will be to ensure gender diversity (amongst other ESG factors)
- ▶ We will also continue to offer work experience to students of school age to encourage them to follow STEM based careers
- ▶ Our dedicated recruiter will continue to attend careers events at local schools, colleges, universities and scientific bodies to promote the STEM industry
- ▶ We will review the language used in job adverts to ensure that the language used is gender neutral
- ▶ We will continue to address the under-representation of females in senior positions by encouraging female employees to acquire the skills necessary to move to a senior position. In 2020–2021 Aptuit (Oxford) saw a number of women promoted to higher grades within the organisation globally
- ▶ We have reviewed and will actively continue to review our website to promote our flexible working practices and work/life balance ethos to all employees and potential employees
- ▶ We will continue to promote our maternity/paternity/shared parental leave policies to all employees
- ▶ We will continue to offer all employees access to the same training opportunities
- ▶ We will work with our managers to ensure that there is no unconscious bias within the workplace whether for existing employees or prospective employees
- ▶ Global Salary Structural alignment project completed in October 2021.

Such changes will take time to implement and we continue to work with our employees and our local community to raise awareness of the opportunities at Aptuit (Oxford) and in the STEM sector.

Aptuit (Oxford)'s aim is to develop best-in-class and first-in-class differentiated therapeutics on its systematic, unbiased and comprehensive infrastructure. To achieve this aim we employ a highly skilled, diverse workforce who are recruited and developed based upon their skills, experience and ability. We offer a transparent and inclusive environment that rewards in a non-gender biased way based upon company and individual performance. We have systems in place to ensure that our salaries and bonuses are reviewed, benchmarked and moderated.

We acknowledge that Aptuit (Oxford) has a gender pay gap and are committed to reducing this year on year by addressing our gender imbalance at senior levels and increasing awareness of current processes

and practices that support employees in their worklife balance and their development within the organisation.

I confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Christophe Muller**

*EVP Global Head of Business Development  
and Abingdon Site Head*