



2021 Gender Pay Gap Reporting

I am pleased to report the data for Quotient Sciences' gender pay gap reporting.

Quotient Sciences operates through 5 different trading companies. Under the regulations only those companies which are based in the UK and have 250 or more employees must report their gender pay gap data.

For Quotient that means the gender pay gap data reflects employees who work for Quotient Sciences Limited, who are primarily based at our Nottingham, Edinburgh and Reading locations.

The Gender Pay Gap and Equal Pay

The gender pay gap shows the difference in average pay between women and men, regardless of their role.

This is different to equal pay, which requires that women and men who do the same or similar jobs, or work of equal value, are paid equally. It has, since the 1970s, been unlawful in the UK to pay men and women unequally.

Gender Pay Gap Reporting

This report shows the mean and median pay and bonus gender pay gaps, the proportion of males and females receiving a bonus, and the proportion of males and females in the employee population and each of our pay quartiles.

The median and mean averages illustrate different aspects of pay distribution across the company.

The median is the mid-point of the figures. It means taking all pay and bonuses/commissions, lining them up from highest to lowest, and picking the one in the middle. The median indicates what the 'typical' is, i.e., the middle of the company, and is not distorted by high or low pay rates or bonuses/commissions.

The mean is the average. It gives a good indication of the gender pay gap but may be distorted by high or low pay rates or bonuses/commissions.

We are also reporting our pay quartiles split by gender, ranking our employees from lowest to highest paid, then splitting into four equal bands.

The proportion of employees receiving a bonus shows the proportion of men and women that received a bonus or commission payment in the reporting period.

Our Data

The data for the 2021 gender pay gap report covers the following pay periods:

- Hourly pay data for the mean and median gender pay gap and pay quartiles is based upon pay received for the relevant period as of 5th April 2020.
- Bonus pay data for the mean and median gender bonus gap is based upon pay received between 6th April 2019 to 5th April 2020.

For the purposes of the creating the gender and bonus pay gap data, colleagues are labelled as their affirmed gender.

Mean (average)	Median (middle)
Gender pay gap	
12.2%	1.7%

Mean (average)	Median (middle)
Gender bonus gap	
21.4%	11.0%

Mean hourly pay gap - Women's mean hourly rate is 12.2% lower than that for men. This has decreased by 3.2% since 2019.

Median hourly pay gap - Women's median hourly rate is 1.7% lower than that for men. This has also decreased by 1.8% since 2019.

Our median pay gap remains lower than the national average, which was 15.5% lower for women in 2020.

The differences in the mean and median pay gap can be attributed to a number of factors, which includes more male colleagues in junior positions and in the lower pay quartile.

The Coronavirus pandemic has impacted our gender pay gap due to measures relating to pay being in place during April 2020.

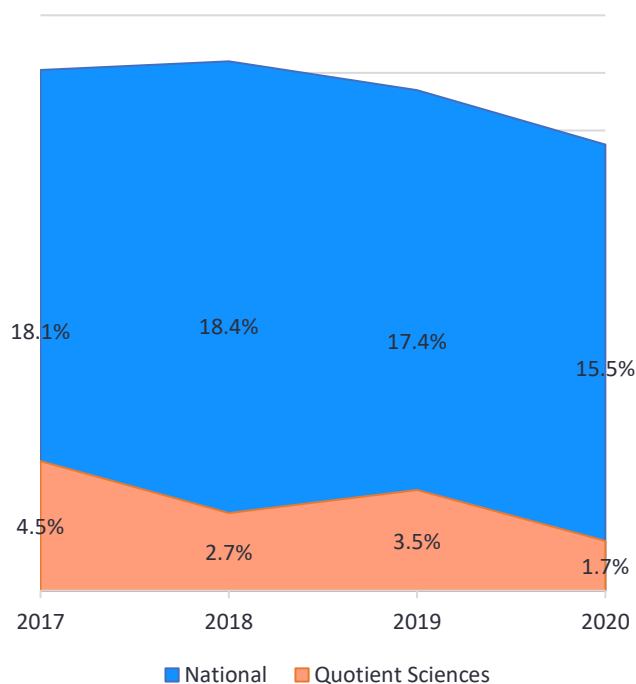
Mean bonus gap – Women's mean bonus pay is 21.4% lower than that for men. This has decreased by 36.7% since 2019.

Median bonus pay gap – Women's median hourly rate is 11.0% lower than that for men. This has decreased by 24.0% since 2019.

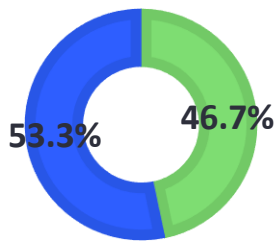
For the total population 87.7% of women and 82.6% of men received a bonus.

During 2019, we introduced our first companywide bonus scheme which meant that eligibility for bonus payments was much wider than in previous years. This is one of the biggest contributing factors in reducing the bonus pay gap.

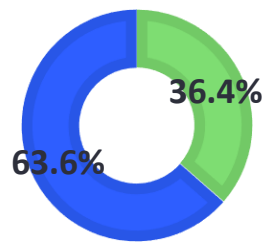
Median Pay Gap




LOWER QUARTILE

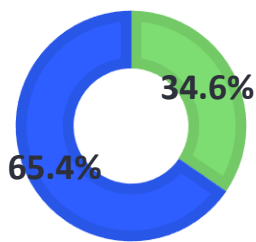


LOWER MIDDLE QUARTILE

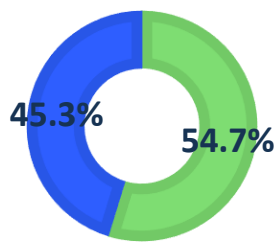



= Women

UPPER MIDDLE QUARTILE



UPPER QUARTILE




= Men

For the month of April 2020, our general demographic split for gender across the UK sites included in this report was 58% women and 42% men.

2020 Gender Pay Gap Data

Due to the Coronavirus pandemic, reporting for the 2019 gender pay gap was suspended. As with many organisations, our focus in April 2020 was managing our way through the Covid and therefore we did not publish our 2019 data at this time.

We have since published the data on the gov.uk website and wanted to ensure this was included in this report for full transparency.

Mean hourly pay gap - Women's mean hourly rate is 15.4% lower than that for men.

Median hourly pay gap - Women's median hourly rate is 3.5% lower than that for men. The national average for 2019 was 17.4%.

Proportion of Men and Women in each pay quartile	Men	Women
Lower Quartile	33.6%	66.4%
Lower Middle Quartile	42.9%	57.1%
Upper Middle Quartile	33.6%	66.4%
Top Quartile	51.6%	48.4%

Mean bonus gap – Women's mean bonus pay is 58.1% lower than that for men.

Median bonus pay gap – Women's median hourly rate is 35.0% lower than that for men.

24.7% of women and 23.2% of men received a bonus.

Our Approach to Pay

At Quotient we are committed to diversity, equity, and inclusion, which includes promoting gender equality.

Our approach to pay is gender neutral which means that men and women who do equivalent jobs are paid equally.

Whilst Quotient's numbers are generally lower than the UK average and have decreased since we began reporting in 2017, we do acknowledge that there is still more work to be done in achieving gender pay parity.

Having considered the numbers carefully, we recognise that the reason for our gender pay gap has remained relatively unchanged and is still largely reflective of:

- fewer women in the most senior and leadership roles that are more likely to pay more; and
- fewer women in commercial or business development roles that are more likely to pay a bonus/commission.

Through our People practices we offer all colleagues the same growth and development opportunities within a positive, open, and inclusive environment, regardless of gender, as well as offering flexible working wherever possible.

We believe this helps colleagues of all genders progress their career at Quotient and reap the financial rewards that career progression brings. However, we still feel we can do more and are committed to continuing to take measures to reduce the gender pay gap in future.

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.



Mark Egerton
CEO, Quotient Sciences

September 2021