

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 and Edinburgh 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.

Quotient's numbers

Mean hourly pay difference - Women's mean hourly rate is 13.4% lower than that for men. The UK average is 17.9% lower for women.

Median hourly pay difference - Women's median hourly rate is 2.7% lower than that for men. The UK average is 8.6% lower for women.

This data for hourly pay is based upon pay received at 5th April 2018.

Proportion of Men and Women in each pay quartile	Men	Women
Lower Quartile	31.6%	68.4%
Lower Middle Quartile	38.5%	61.5%
Upper Middle Quartile	30.2%	69.8%
Top Quartile	47.9%	52.1%

Mean bonus pay difference - Women's mean bonus pay is 69.9% lower than that for men.

Median bonus pay difference - Women's median bonus pay is 50.0% lower than that for men.

18.6% of women and 15.0% of men received a bonus.

This data for bonus pay is based upon bonus pay received between April 6th 2017 and April 5th 2018.

Quotient's approach to pay

At Quotient we are committed to promoting diversity and 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 we are grateful for the spotlight which the regulations have shone on this topic.

Having considered the numbers carefully we recognise that our gender pay gap data is 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 Organisational Development and HR practices we offer all of our 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.

 A handwritten signature in blue ink, appearing to read 'Mark Egerton', with a long horizontal stroke extending to the right.

Mark Egerton
CEO, Quotient Sciences

April 2019