

Norgine UK

Gender Pay Gap 2017



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Gender Pay Gap 2017

Norgine B.V. is a Dutch specialist pharmaceutical company employing over 1,000, people across Europe and Australia, and employs around 600 people in the UK.

In the UK, Norgine reports a median gender pay gap of 15.53% (below UK average) and mean pay gap of 28.26%. Further analysis of our gender pay figures highlight that within the lower three quartiles there is a negative pay gap, indicating that women are paid more than men.

As an organisation we are confident that men and women are paid equally for doing the same job at Norgine. However, the greater proportion of men than women in senior roles (quartile 4) creates a gender pay gap.

Norgine is directly addressing this imbalance through the introduction of a new recruitment process which includes re-training, offering flexible working opportunities at all levels within the business and continuing to foster an inclusive culture.

Norgine's core value embedded within its pay philosophy, is for all employees to receive **equal pay for equal work**.

Norgine is proud to be a responsible business that is dedicated to providing inclusive, non-discriminatory and equitable policies and practices.

Pay Gap

Difference between men and women on 5 April 2017

	Mean	Median
Hourly Pay	28.3%	15.5%
Hourly Pay *	27.1%	13.4%

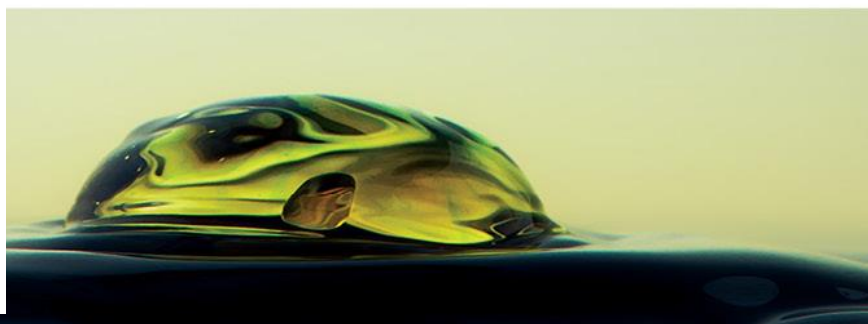
* With salary sacrifice payments included

Bonus Gap

Difference between men and women

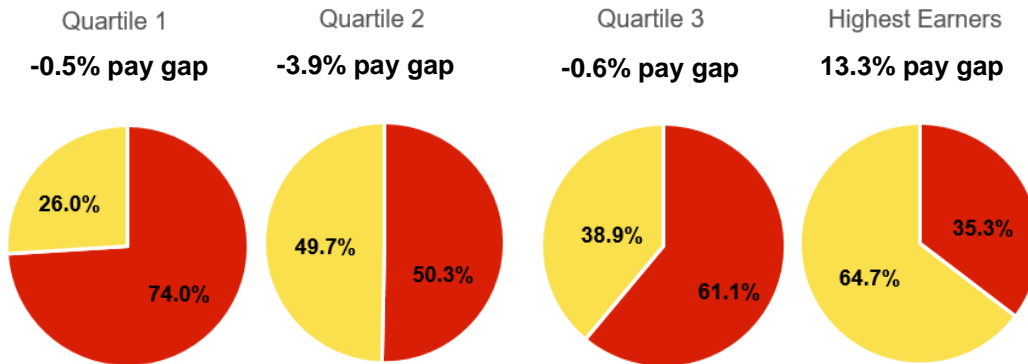
	Mean	Median
Bonus Paid	40.2%	29.7%
Bonus Paid *	36.6%	27.9%

* With salary sacrifice payments included



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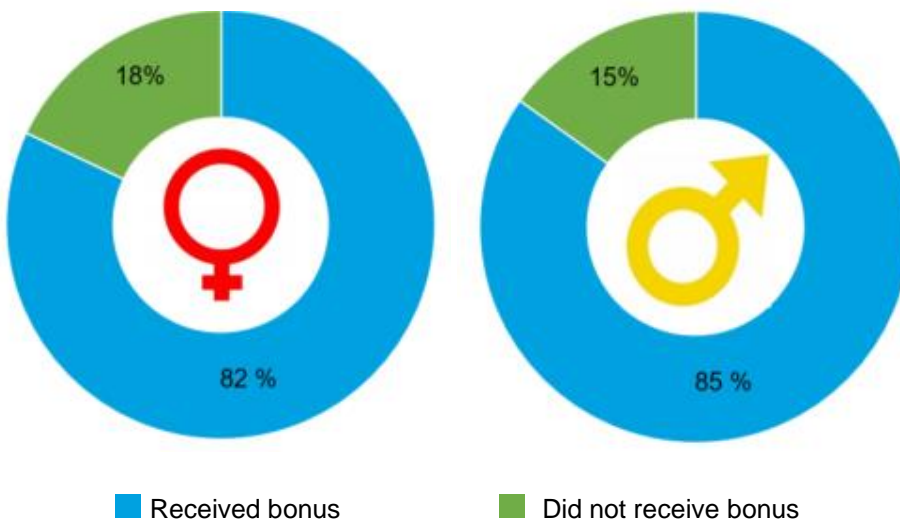
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In three out of four quartiles women are paid equal to or more than men.



Proportion of employees awarded bonus for 2016



Norgine's UK Gender Pay Gap figures have been calculated in line with the regulations set out in the reporting legislation.

I confirm the data reported are accurate.

Peter Martin, COO

