

Norgine UK

Gender Pay Gap 2018



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

In the UK, Norgine is happy to report a movement to close the mean and median gender pay gap of 0.2% and 3.8% respectively.

More specifically the reviews highlight a mean pay gap of 28.3% in 2017 and reduced mean pay gap of 28.1% in 2018.

The prevalent improvement however, is the reduction between the 2017 and 2018 Median pay gap figures, of 15.5% (2017) and 11.7% (2018).

Further analysis of our gender pay figures highlight that within the first and third pay quartiles (first quartile being the lowest pay quartile) there is a negative pay gap, indicating that within these quartiles 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. The greater proportion of men than women in the fourth quartile historically has created Norgine's gender pay gap.

Norgine is directly addressing this imbalance through fostering more innovative flexible working opportunities, to include home working, condensed hours and job share at all levels of the business where possible. 2019 will also see the completion of recruitment training with the emphasis on fair, equitable and unbiased processes and practices.

Norgine's core value embedded within its pay philosophy still remains that all employees should receive **equal pay for equal work**

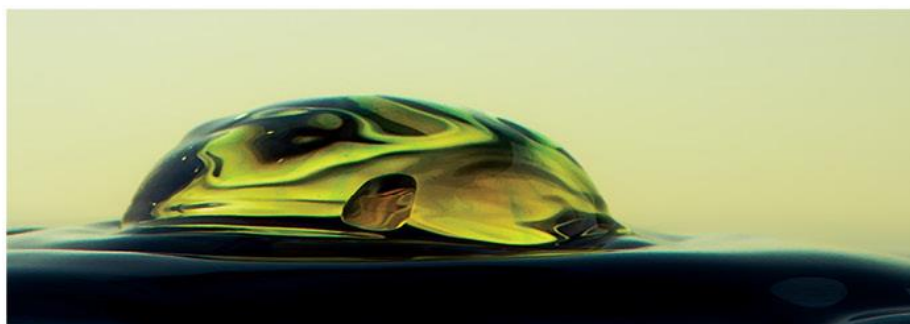
Norgine is proud to be a responsible business that is dedicated to providing inclusive, non-discriminatory and equitable policies and practices.

Pay Gap

	2017	2018	Difference between 2017 & 2018
Mean	28.3%	28.1%	improved by 0.2%
Median	15.5%	11.7%	improved by 3.8%

Bonus Gap

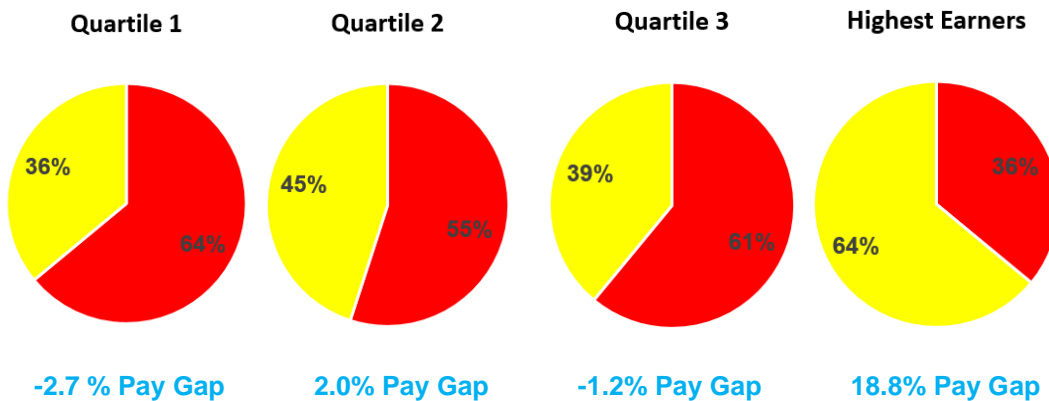
	2017	2018	Difference between 2017 & 2018
Mean	40.2%	49.6%	increased by 9.4%
Median	29.7%	30.6%	increased by 0.9%



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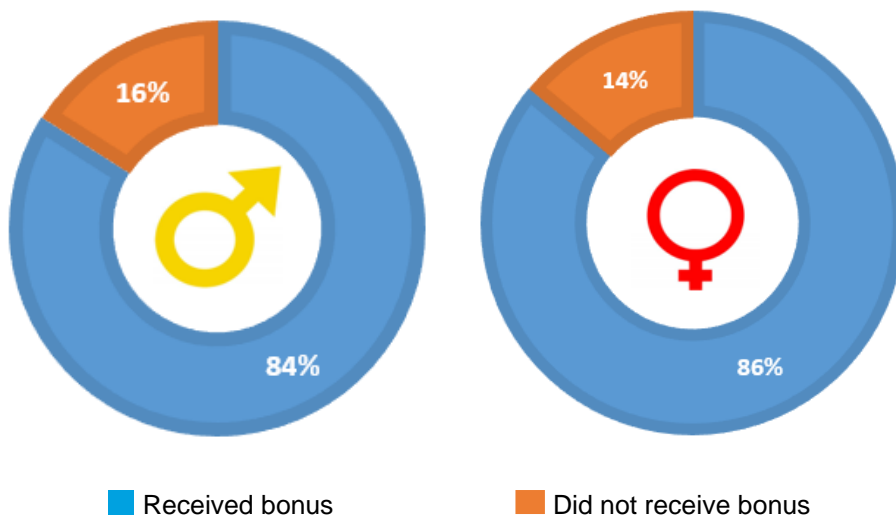
Proportion of Females and Males in each Quartile



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



Proportion of employees awarded bonus in 2018



In comparison to 2017, 4% more females were awarded a bonus in 2018.

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

