

Norgine UK

Gender Pay Gap 2019



Date of preparation: 06 January 2020



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Norgine is a leading European specialist pharmaceutical company that has been bringing transformative medicines to patients for over a century.

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

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

In the UK, Norgine is happy to report positive changes of 3.6% and 2.2% respectively to help close the mean and median gender pay gaps announced last year.

Over the past two years, the median pay gap figure has significantly reduced from 15.5% (2017) to 9.5% (2019), a total reduction of 6%.

Further analysis of our gender pay figures highlights that within the third pay quartile there is a negative pay gap, indicating that within this quartile women are paid more than men.

Norgine's bonus payment schedule falls in line with the snapshot date utilised for the purposes of this report. Norgine's bonus payments are indicative of an individual's actual salary. The statistics incorporate 17% part time employees, 88% of whom are female. The greater proportion of female part time bonuses contributes to Norgine's gender pay and bonus gap. Another contributing factor is the greater proportion of males in quartile 4.

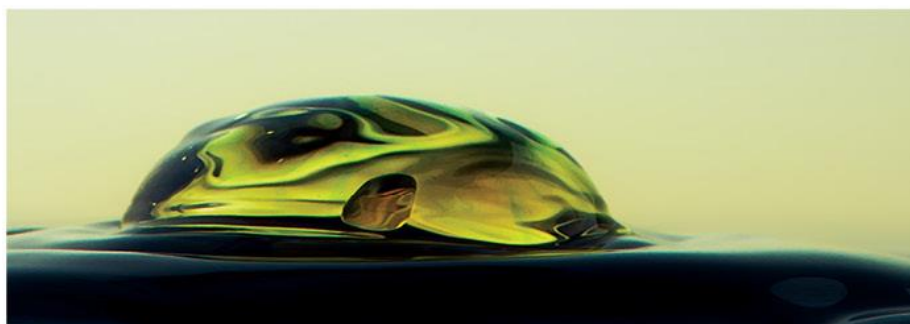
With 2019 seeing the completion of recruitment training where the emphasis was based on fair, equitable and unbiased processes and practices, we are pleased to report a 5% increase in women within Quartile 4 (highest earners) since the 2017 report.

Pay Gap

	2017	2018	2019	Difference 2018 & 2019
Mean	28.3%	28.1%	24.5%	improved by 3.6%
Median	15.5%	11.7%	9.5%	improved by 2.2%

Bonus Gap

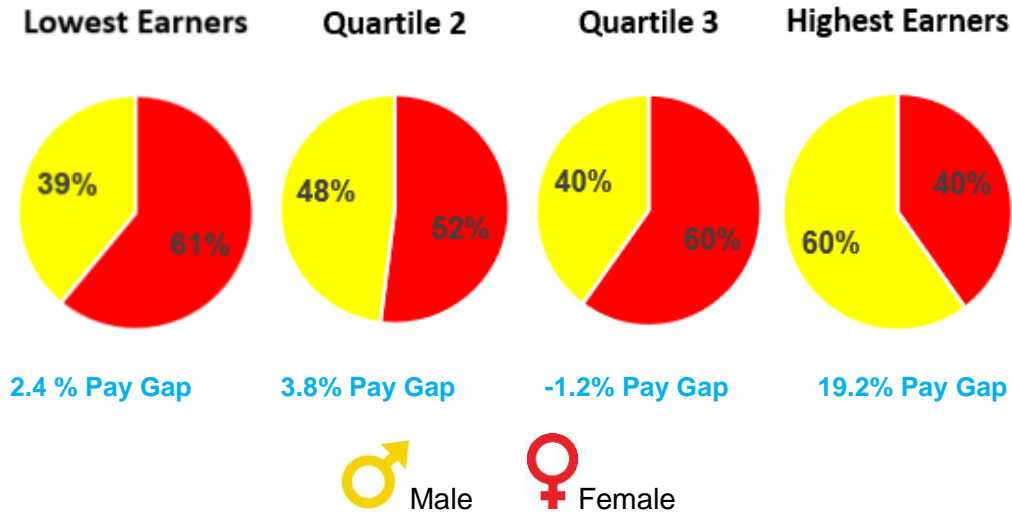
	2017	2018	2019	Difference 2018 & 2019
Mean	40.2%	49.6%	48.4%	improved by 1.2%
Median	29.7%	30.6%	31.8%	increased by 1.2%



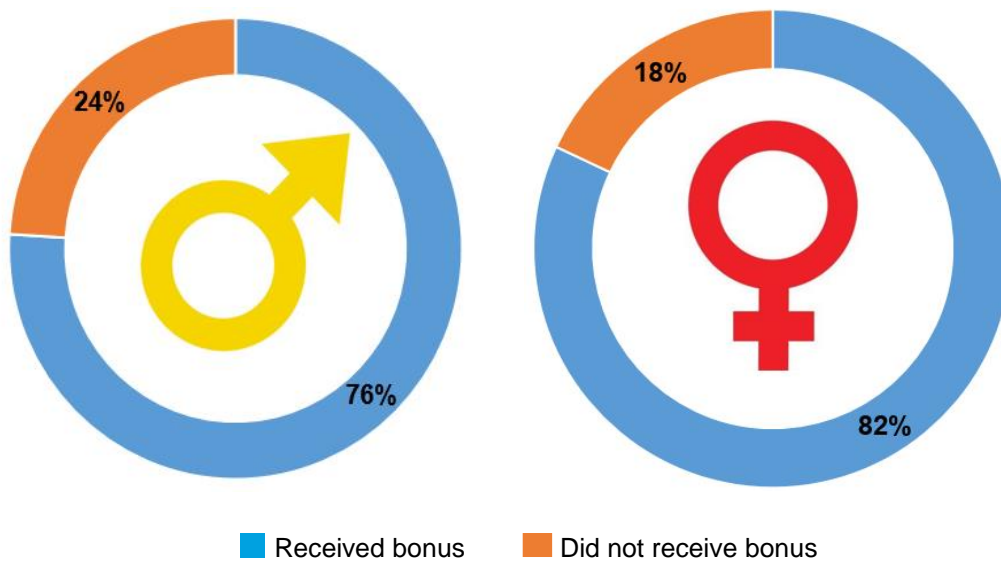
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Gender Pay Gap 2019

Proportion of Females and Males in each Quartile



Proportion of employees awarded bonus in 2019



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

