



# Norgine UK

## Gender Pay Gap Report

### 2020

*Because patients inspire us*

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

As a responsible employer, we conduct our business according to the Norgine Business Code which reflects our basic principles of respect, fairness, and integrity. We aim to apply reward decision in a consistent, fair, and inclusive way across the different areas of our business, to support diversity within our workplace.

Norgine is committed to ensuring that all employees receive equal pay for equal work.

### Gender Pay Gap

	2017	2018	2019	2020	Difference 2019 & 2020
<b>Mean</b>	28.3%	28.1%	24.3%	20.4%	improved by 3.9%
<b>Median</b>	15.5%	11.7%	9.1%	1.8%	improved by 7.3%

We are pleased to confirm that the gap between male and female pay has continued to narrow this year, and the median gap now stands at 1.8%, which represents a reduction of 7.3%. This represents an encouraging trend which we will seek to maintain in the future.

Over the past four years, the median pay gap figure has significantly reduced from 15.5% (2017) to 1.8% (2020), a total reduction of 13.7%.

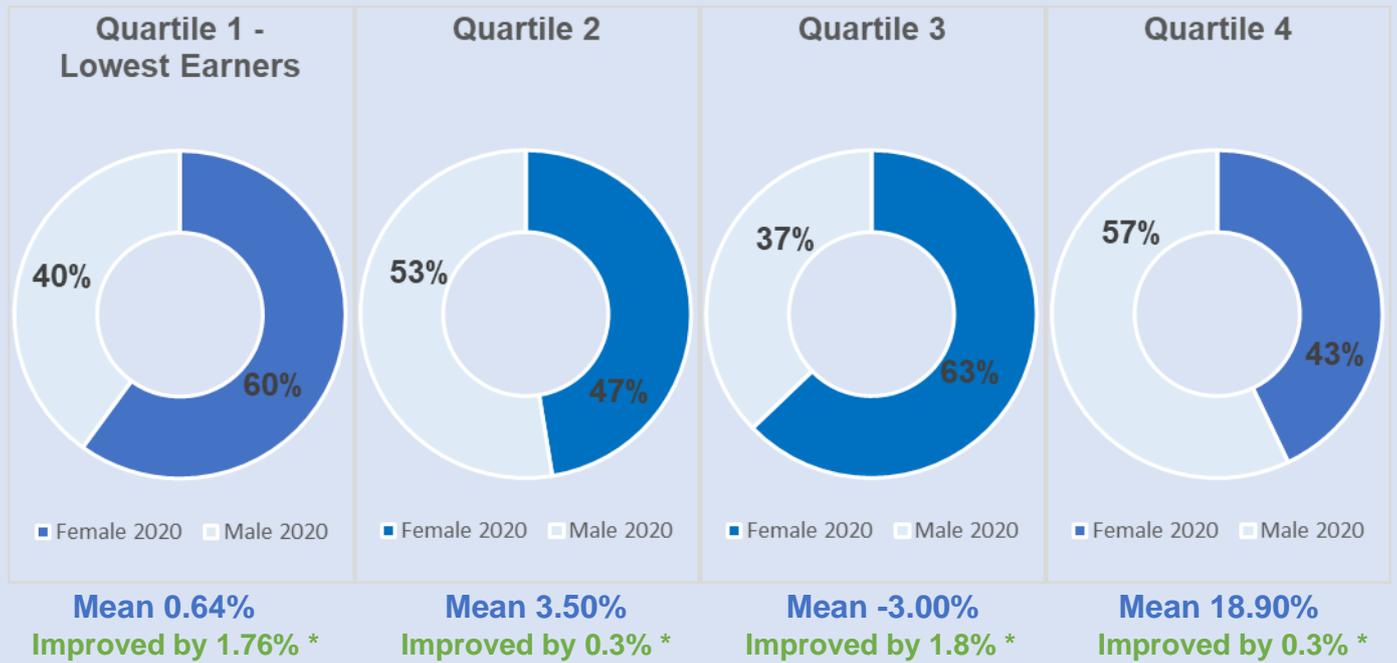
Improvements are also reflected within the Bonus gap statistics, with the gap closing by 19.2% for the median figure compared to 2019.

It is worth noting that the bonus statistics include a significant number of part time employees, 89% of whom are female. As bonuses are linked to an employee's actual annual pay, this does have a significant impact on the bonus gap figure and has contributed to Norgine's gender pay and bonus gap.

### Bonus Gap

	2017	2018	2019	2020	Difference 2019 & 2020
<b>Mean</b>	40.2%	49.6%	48.4%	41.4%	improved by 7%
<b>Median</b>	29.7%	30.6%	31.8%	12.6%	improved by 19.2%

**Proportion of Females and Males in each quartile**



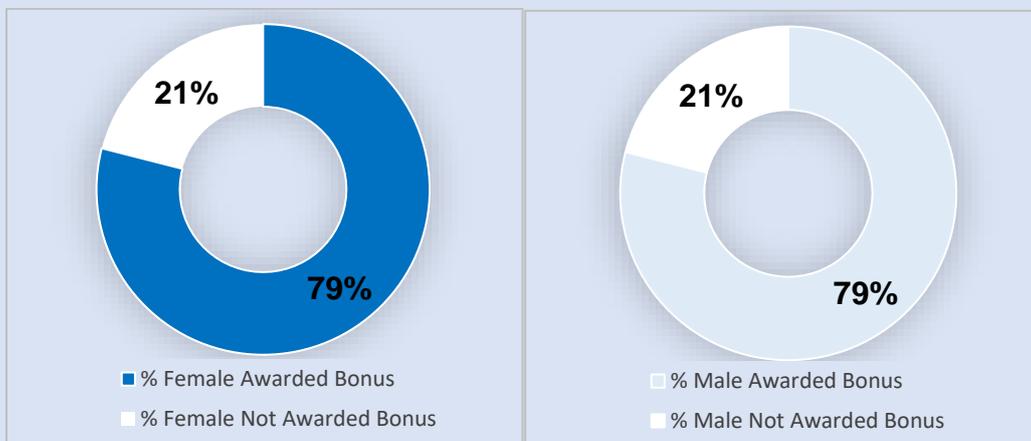
\*compared to mean quartile figures reported in 2019

Similar improvements are seen across the four pay quartiles, with female representation increasing by 3% in both quartile 3 and 4, in comparison with the statistics announced last year. As a result of this, the mean pay gap has also reduced in each quartile.

For both male and female employees, the proportion of employees not awarded bonus are the same. Bonuses are not awarded due to one of the factors below:

- The employee's join date was after the annual eligibility date, or the employee was absent due to sabbatical leave
- The employee chose to have their bonus paid into their pension
- The employee was a fixed term employee contract
- employee is covered under Norgine's Private Health Insurance scheme due to ill health
- performance rating assigned does not warrant a bonus payment

**Proportion of employees awarded bonus between 01 April 2019 and 31 March 2020**



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.

Christopher Bath, COO