

FEBRUARY 2022

# Norgine UK Gender Pay Gap Report

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## 2021



## NORGINE UK GENDER PAY GAP REPORT 2021

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 decisions 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.

### PAY GAP

	2017	2018	2019	2020	2021	Difference 2020 & 2021
Mean	28.3%	28.1%	24.3%	20.4%	21.3%	increased by 0.9%
Median	15.5%	11.7%	9.1%	1.8%	3.5%	increased by 1.7%

We have seen a slight increase in both the mean and median pay gap figures from 2020 to 2021, mainly driven by a small increase in female representation in our lower quartile data (2%) and increase in male representation in our upper quartile data (4%).

However since reporting on the Gender Pay Gap, the mean and median pay gap figures have reduced overall by 7% and 12% respectively.

### BONUS GAP

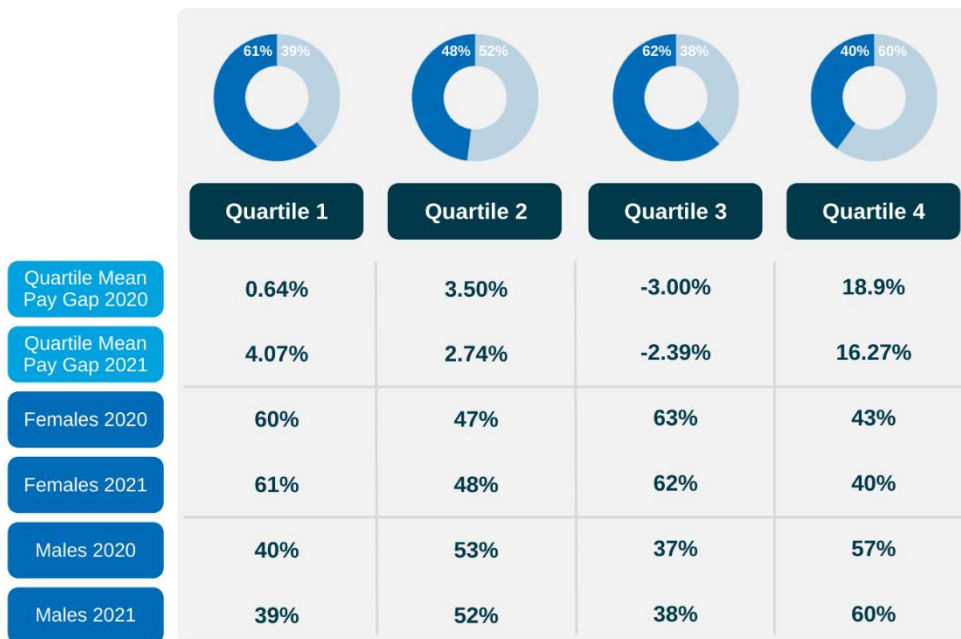
	2017	2018	2019	2020	2021	Difference 2020 & 2021
Mean	40.2%	49.6%	48.4%	41.4%	41.4%	unchanged
Median	29.7%	30.6%	31.8%	12.6%	9.3%	improved by 3.3%

The Bonus gap statistics for 2021 reveal an unchanged mean bonus of 41.4%, but an improvement in the median bonus of 3.3% in comparison to data from 2020.

It is worth noting that the bonus statistics include a significant number of part-time employees (16%), 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.

Another contributing factor is the increase in female employees salary sacrificing bonus. In the 2020 Gender Pay Gap report, 59% of total employees salary sacrificing were female. This has increased to 61.5% in 2021.

PROPORTION OF FEMALES AND MALES IN EACH QUARTER

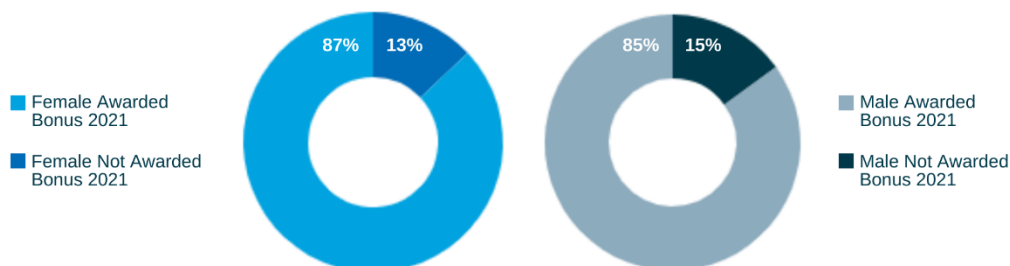


Although female representation within quartile four has slightly decreased (3%), the associated quartile mean pay gap has improved in comparison with the statistics announced last year.

For both male and female employees, the proportion of employees not awarded a bonus in 2021 is 15% and 13% respectively. 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 seconded to another country.
- The employee chose to have their bonus paid into their pension
- The employee was on a fixed-term employment contract
- The employee is covered under Norgine’s Private Health Insurance scheme due to ill health
- The annual performance rating assigned to the employee does not warrant a bonus payment

PROPORTION OF EMPLOYEES AWARDED BONUSES BETWEEN 1 APRIL 2020 AND 31 MARCH 2021



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, CEO**