

2022 Gender Pay Report



Our Commitment

At Cellmark we are proud of our highly skilled employees; our work is accomplished each day by a diverse team who work in line with the Cellmark values of Integrity, Passion, Inclusivity, Quality, Social Responsibility and Positive Attitude, all focused on delivering **Service Excellence Through Science.**

Cellmark operates from locations across the UK, including Abingdon, Chorley, Durham, Huntingdon and Clotton. Our aim is to provide an inclusive and inspiring environment where benefits-related rewards, including pay, are based on an individual's performance, skills and competencies.

We are a Real Living Wage employer and are committed to ensuring that women have the same access to training, compensation and leadership opportunities as their male colleagues and that all staff have access to the learning and mentoring necessary to help them advance.

In short, we are focused on creating a workplace that offers opportunities for all of our exceptional employees to develop professionally and to achieve their extraordinary potential.



Understanding the Pay Gap



Understanding our Gender Pay Report

Cellmark is required by law to publish its gender pay gap. The gender pay gap is the difference in the average hourly wage of all men and of all women across a workforce. A positive pay gap indicates that women earn less than men whereas a negative pay gap indicates that women earn more than men. Whilst this report focuses on pay differences between men and women we are committed to giving everyone the opportunity to realise their potential. Our gender pay gap report highlights some areas where we can improve further.

Our gender mix varies across each quartile of our population, with a disproportionate number of senior positions held by male employees, contributing to the pay gap. It is however encouraging to see that females continue to be well represented in the upper middle quartile, which illustrates the progression of women through the Company development structure.

The bonus payment calculation includes long service awards.

The figures in this report are based on the snapshot date 5 April 2022.



Gender Pay Gap Summary*



CELLMARK OVERALL

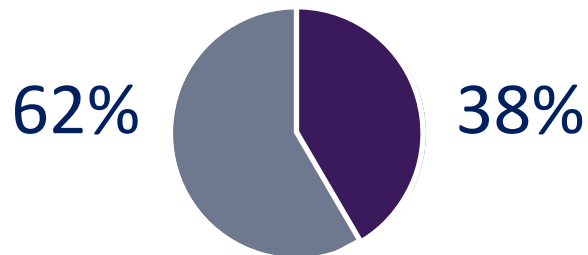


WOMEN



MEN

Proportion of relevant employees*



Mean gender bonus pay gap	68.93%
Median gender bonus pay gap	91.25%
Proportion of males receiving a bonus	6%
Proportion of females receiving a bonus	6%

GENDER PAY GAP

19.37%

MEAN

22.70%

MEDIAN

Mean average:	Taking the average of the data set
Median average:	Taking the middle of the data set, when put in numerical order
Bonuses:	Includes long service awards

*Active fully paid employees employed by Cellmark as of 5 April 2022

Proportion of Men and Women by Quartile Pay Band



Proportion of Men and Women at Cellmark

Pay Band:	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
MEN	24%	31%	43%	54%
WOMEN	76%	69%	57%	46%

Quartile Pay Band is the sum of total amounts received by Cellmark's workforce divided into four.

Taking Action



Cellmark is committed to treating people on their individual merit, regardless of their gender or background.

Flexible Working Practices

- We offer flexible working to our employees and have implemented a Hybrid Working policy. Our approach includes a variety of working patterns and we support requests where operationally viable to do so.
- We continue to support our employees to achieve a better work-life balance through the provision of benefits and a range of wellbeing initiatives.

Recruitment

We are committed to promoting internally and we are continually reviewing our recruitment practices:

- We provide unconscious bias training for our recruiters
- We use skills-based assessment tasks where possible

Career Development

We want to make sure that talented women are represented across our organisation and are supporting a Management Degree Apprenticeship programme.

We are committed to developing our employees by supporting career conversations through our performance development reviews, training programmes and personal development plans.



Continuing the Commitment



Cellmark is a people-based organisation where our success is based on our ability to attract and retain top scientific, forensic, analytical, technical and operational talent from across the UK.

We view our commitment to a diverse and inclusive workplace as an essential feature of how we work and how we embrace opportunities together.

We are committed to continuing to address our gender pay gap and to measuring our progress.



A handwritten signature in black ink that reads "D Hartshorne". The signature is written in a cursive, slightly slanted style.

David Hartshorne
Managing Director

