

# Cellmark Gender Pay Report 2020



## 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 and Huntingdon. 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 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 the potential for all of our exceptional employees to develop professionally, to achieve their extraordinary potential.



# Understanding the Pay Gap



## Equal Pay

It is important to understand that we are committed to equal pay for equal work, which has been mandated in the UK since 1970. We routinely review our compensation and employment practices to ensure equal pay. **The gender pay gap is different.** It is a measure that shows the difference in the average pay between all men and women within a workforce.

## Understanding our Gender Pay Gap Report

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 are well represented in the upper middle quartile, which illustrates the progression of women through the Company development structure.

Cellmark introduced Pension salary exchange in November 2019 which was used to calculate our ordinary pay for the first time.

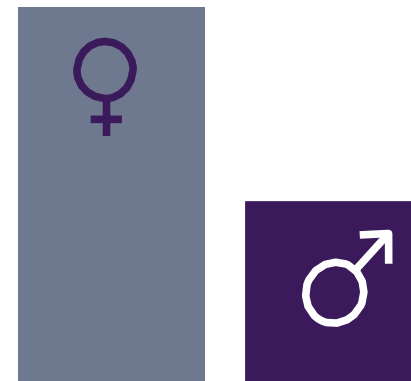
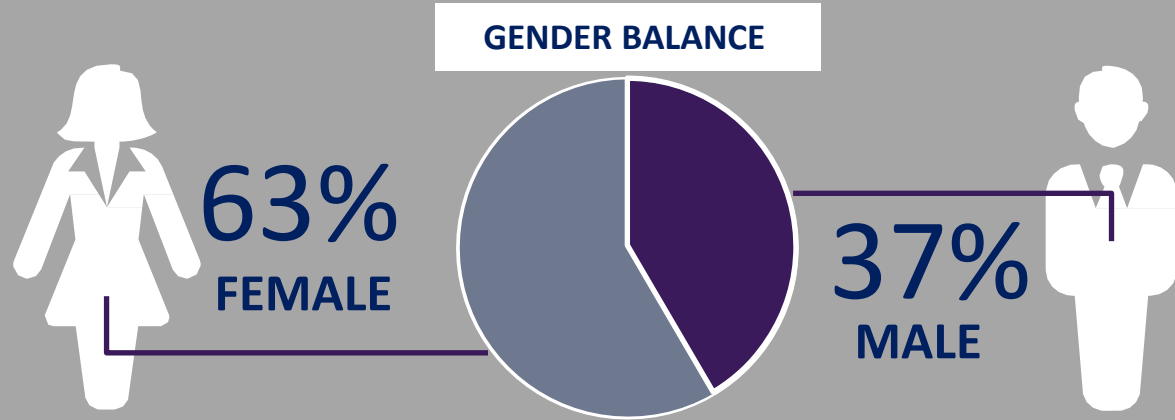
The bonus payment calculation includes long service awards.



# Measures of Success

## GENDER BALANCE

The Cellmark organisation is predominantly female with an employee population of 62% female and 38% male.



## PROGRESSIONS AND PROMOTIONS

Over the past year the % of progressions and promotions across the Cellmark organisation were (60%) being realised by females and (40%) by males.

# Gender Pay Gap Summary\*



## CELLMARK OVERALL

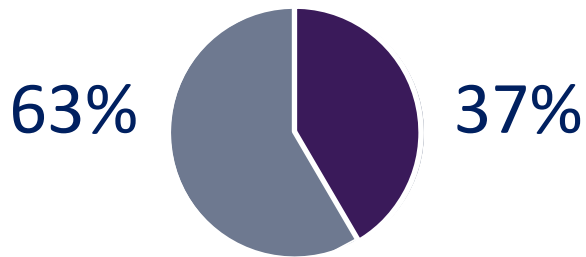


WOMEN



MEN

Proportion of relevant employees\*



Mean gender bonus pay gap	61%
Median gender bonus pay gap	74.7%
Proportion of males receiving a bonus	19%
Proportion of females receiving a bonus	12.5%

## GENDER PAY GAP



MEAN



MEDIAN

**Mean average:** Taking the average of the data cut

**Median average:** Taking the middle of the data cut, when put in numerical order

**Bonuses:** Includes Long Service Awards

\*Active fully paid employees employed by Cellmark as of 5 April 2020

# Proportion of Men and Women by Quartile Pay Band



## CELLMARK: PROPORTION OF MEN AND WOMEN

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
MEN	20%	36%	41%	53%
WOMEN	80%	64%	59%	47%

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

# Taking Action



Cellmark has been taking action to support opportunities for women across the organisation. We believe that an environment that creates opportunities and career choices for all people is critical and enables us to grow and strengthen.

## **FLEXIBLE WORK PRACTICES**

- We support all of our employees by cultivating a flexible, modern work environment.
- Our employment approach includes part-time opportunities where possible.
- 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 continually reviewing our recruitment practices:

- Making sure that recruitment panels are gender-balanced.
- Providing unconscious bias training to those involved in recruitment.
- Using skills-based assessment tasks where possible.

## **CAREER DEVELOPMENT**

We want to make sure that talented women are represented across all of our organisation.



# 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*

