

# Cellmark UK Gender Pay Report 2017

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## OUR COMMITMENT

Cellmark UK is a subsidiary of LabCorp, an organisation united globally by a shared mission to improve health and improve lives.

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 and Positive Attitude all focused on delivering **Service Excellence Through Science**.

Cellmark operates from locations across the UK, including Abingdon, Chorley, Durham and Huntingdon; we are committed to 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.

The Cellmark logo features the word "Cellmark" in a clean, sans-serif font. To the right of the text is a stylized graphic element consisting of a thin, curved line that starts above the 'k' and ends below it, resembling a partial arc or a stylized 'C'.

# Measures of Success

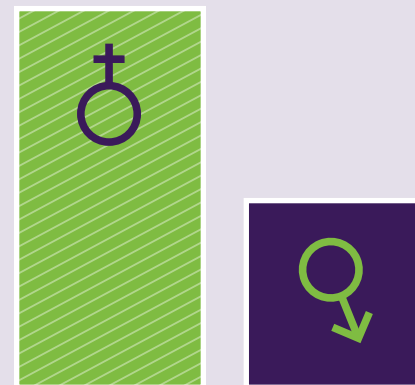
## GENDER BALANCE

The Cellmark organisation is predominantly female with an employee population of 63% female and 37% male.



## PARTNERSHIP

Cellmark is proud to be part of the LabCorp organisation, which is increasingly providing opportunities across its employee population for individual growth and development.



## PROGRESSIONS AND PROMOTIONS

Over the past year (2017 – 2018) there were 107 progressions and promotions across the Cellmark organisation with 73 (68%) being realised by females and 34 (32%) by males.

# Understanding the Pay Gap




Our gender pay 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 encouraging to see that females are well represented in the upper middle quartile, which illustrates the progression of women through the Company development structure.

## A NOTE ON EQUAL PAY

It is important to understand that we are committed to equal pay for equal work, which has been mandated since 1970 in the UK. 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.



# Gender Pay Gap Summary\*

## CELLMARK UK OVERALL

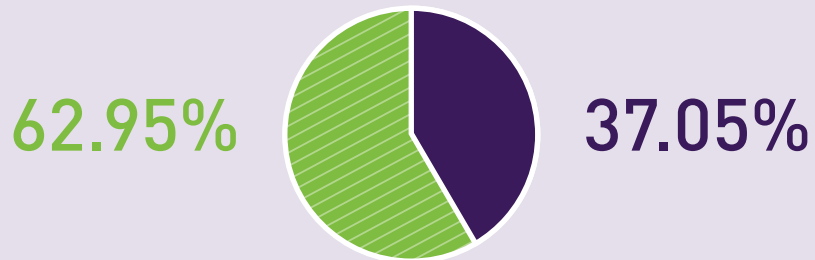


FEMALE



MALE

Proportion of relevant employees\*



## GENDER PAY GAP

18%

MEAN

14.08%

MEDIAN

**Mean average:**

Taking the average of the data cut

**Median average:**

Taking the middle of the data cut,  
when put in numerical order

\*Active fully paid employees employed by Cellmark as of 5 April 2017.

# Proportion of Males and Females by Quartile Pay Band

## CELLMARK: PROPORTION OF MALE AND FEMALE

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
MALE	20%	40%	36%	53%
FEMALE	80%	60%	64%	47%

*Quartile Pay Band is the sum of total amounts received by the UK workforce.*

# Taking Action

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

## WOMEN IN LEADERSHIP

Scheduled for introduction in 2018, LabCorp's **Women in Leadership** program includes a series of initiatives to strengthen an inclusive environment where women want to join our organisation, grow their careers and contribute to LabCorp's long-term success. The initiatives address a variety of opportunities, including:

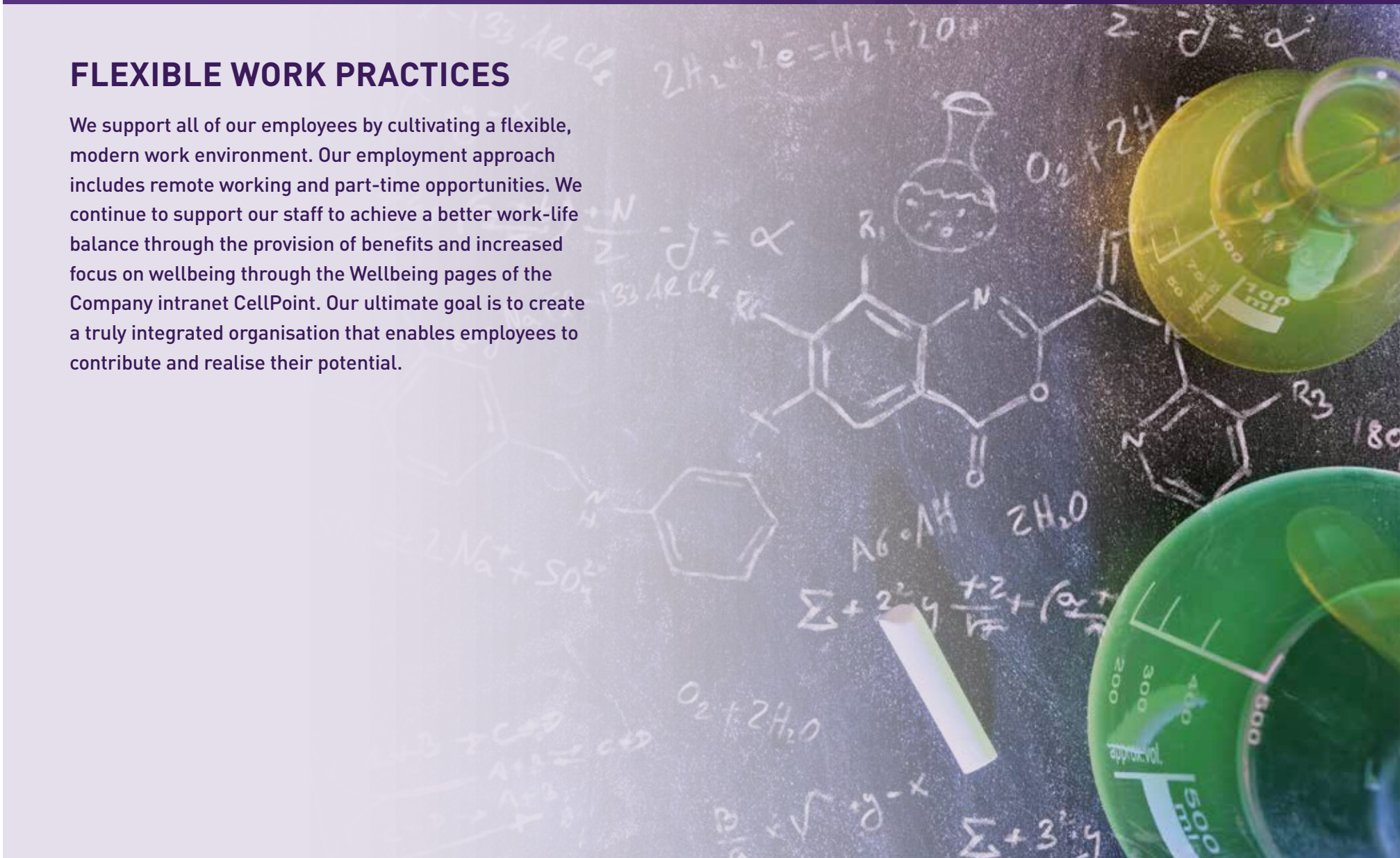
- Strengthening the female talent pipeline with specific recruitment activities
- Additional development opportunities for women leaders
- Awareness programs for both female and male employees
- Exposure and engagement programs for female leaders
- Measurement programs to track progress.



# Taking Action (continued)

## FLEXIBLE WORK PRACTICES

We support all of our employees by cultivating a flexible, modern work environment. Our employment approach includes remote working and part-time opportunities. We continue to support our staff to achieve a better work-life balance through the provision of benefits and increased focus on wellbeing through the Wellbeing pages of the Company intranet CellPoint. Our ultimate goal is to create a truly integrated organisation that enables employees to contribute and realise their potential.



# Continuing the Commitment

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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 our shared opportunities together.

**We will continue our commitment by addressing our gender pay gap and measuring our progress.**



*Mark Johnson*

**Mark Johnson**

*Human Resources Director*

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Cellmark