

### Gender Pay Gap Report

Orchid Cellmark Ltd (trading as Cellmark Forensic Services and Cellmark) is required by law to publish an annual gender pay gap report. The gender pay gap is defined as the differences in the average earnings of men and women over a standard period of time, regardless of their role seniority.

A positive pay gap indicates that men are paid more; a negative pay gap indicates that women are paid more.

The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

Below is the Orchid Cellmark Ltd report for the snapshot date of 5 April 2025:

- The mean gender pay gap is 17.32%
- The median gender pay gap is 20.96%
- The mean gender bonus gap is 0%
- The median gender bonus gap is 0%
- No bonuses were awarded during the snapshot data period.

Pay quartiles by gender:

| Band | Males | Females | Description   |
|------|-------|---------|---|
| A    | 25%   | 75%     | Includes all employees whose standard hourly rate places them at or below the lower quartile                      |
| B    | 35%   | 65%     | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C    | 31%   | 69%     | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D    | 57%   | 43%     | Includes all employees whose standard hourly rate places them above the upper quartile                            |

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that Cellmark Forensic Services is committed to the principle of gender pay equality and has prepared its gender pay gap results in line with mandatory requirements.

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