

2023 Gender Pay Report



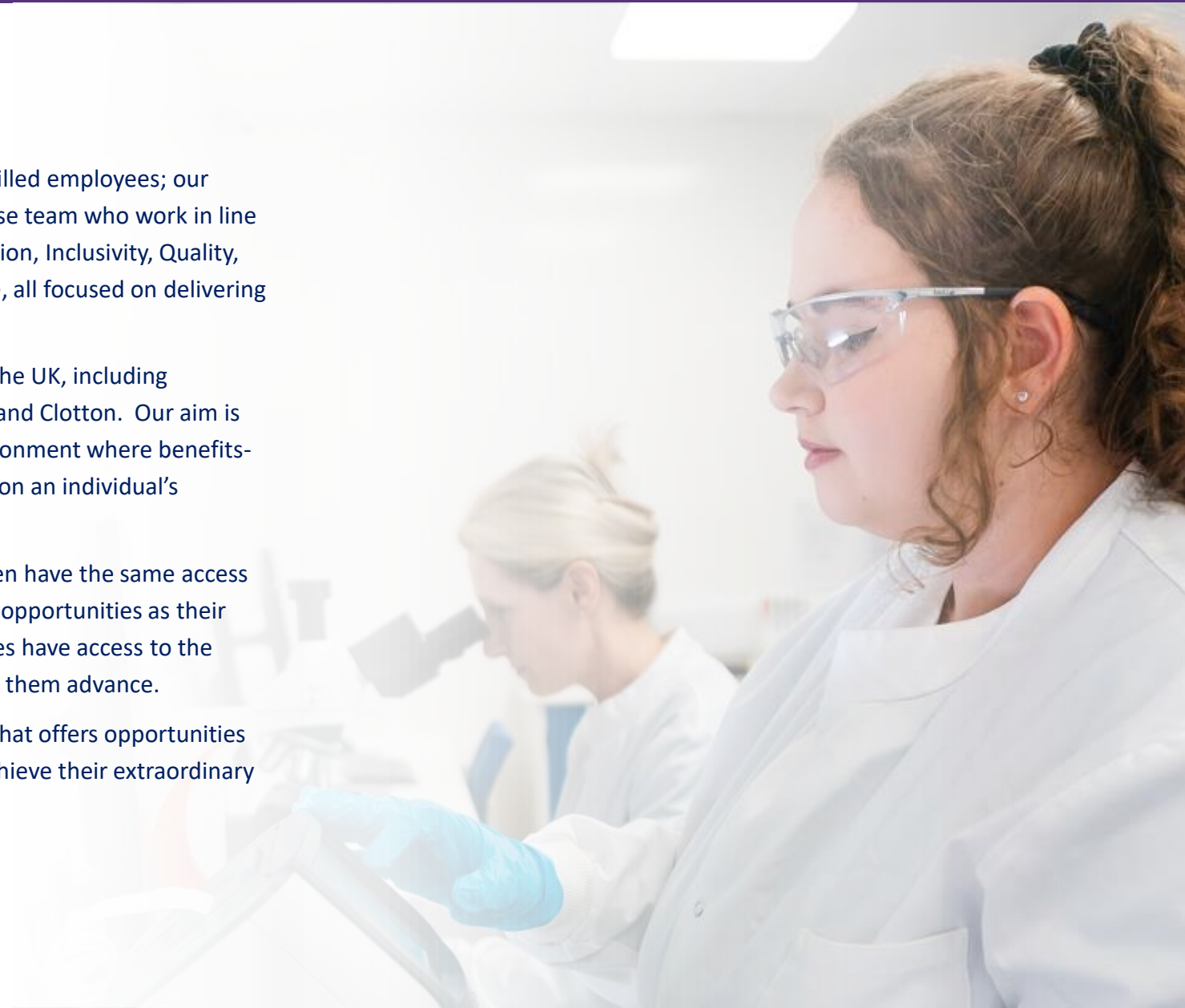
Our Commitment

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 committed to ensuring that women have the same access to training, compensation and leadership opportunities as their male colleagues and that all our colleagues have access to the learning and mentoring necessary to help them advance.

We are focused on creating a workplace that offers opportunities for all 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.

We are confident that our Gender Pay Gap is not because we pay men and women differently for the same or equivalent work. Instead, our Gender Pay Gap is because men and women work in different roles which have different salaries.

Our gender mix varies across each quartile of our population and still has a disproportionate number of senior positions in the upper quartile held by male employees, which contributes to the pay gap. However, supported by clearly defined career pathways, the proportion of female employees in the upper middle quartile has continued to rise 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 2023.



Gender Pay Gap Summary*



CELLMARK OVERALL

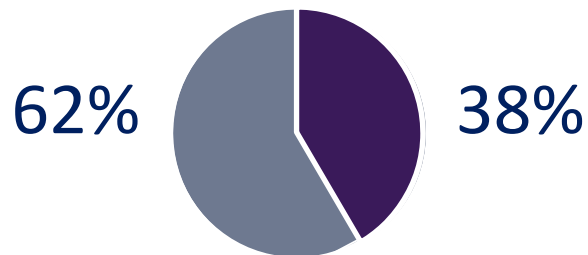


WOMEN



MEN

Proportion of relevant employees*



Mean gender bonus pay gap	65.5%
Median gender bonus pay gap	80%
Proportion of males receiving a bonus	14%
Proportion of females receiving a bonus	8%

GENDER PAY GAP

17.33%

MEAN

20.40%

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 2023.

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	29%	29%	38%	56%
WOMEN	71%	71%	62%	44%

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 have established Hybrid Working and Volunteering policies.
- During 2023, we agreed 44 formal flexible working requests.

Recruitment

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

- We provide Unconscious Bias awareness training for our hiring managers.
- We use skills-based assessment tasks where possible.

Career Development

- We develop our employees by supporting career conversations through our career pathway structures, performance development reviews and training programmes.
- During 2023, 68% of progressions were for female employees.

Senior Leadership Roles

We are committed to supporting development and succession plans to enable more female employees to progress into our most senior roles.



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 see our commitment to a diverse and inclusive workplace as essential to our success and a significant advantage when tackling challenges and embracing opportunities.

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".

David Hartshorne
Managing Director

