

# 2021 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 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 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

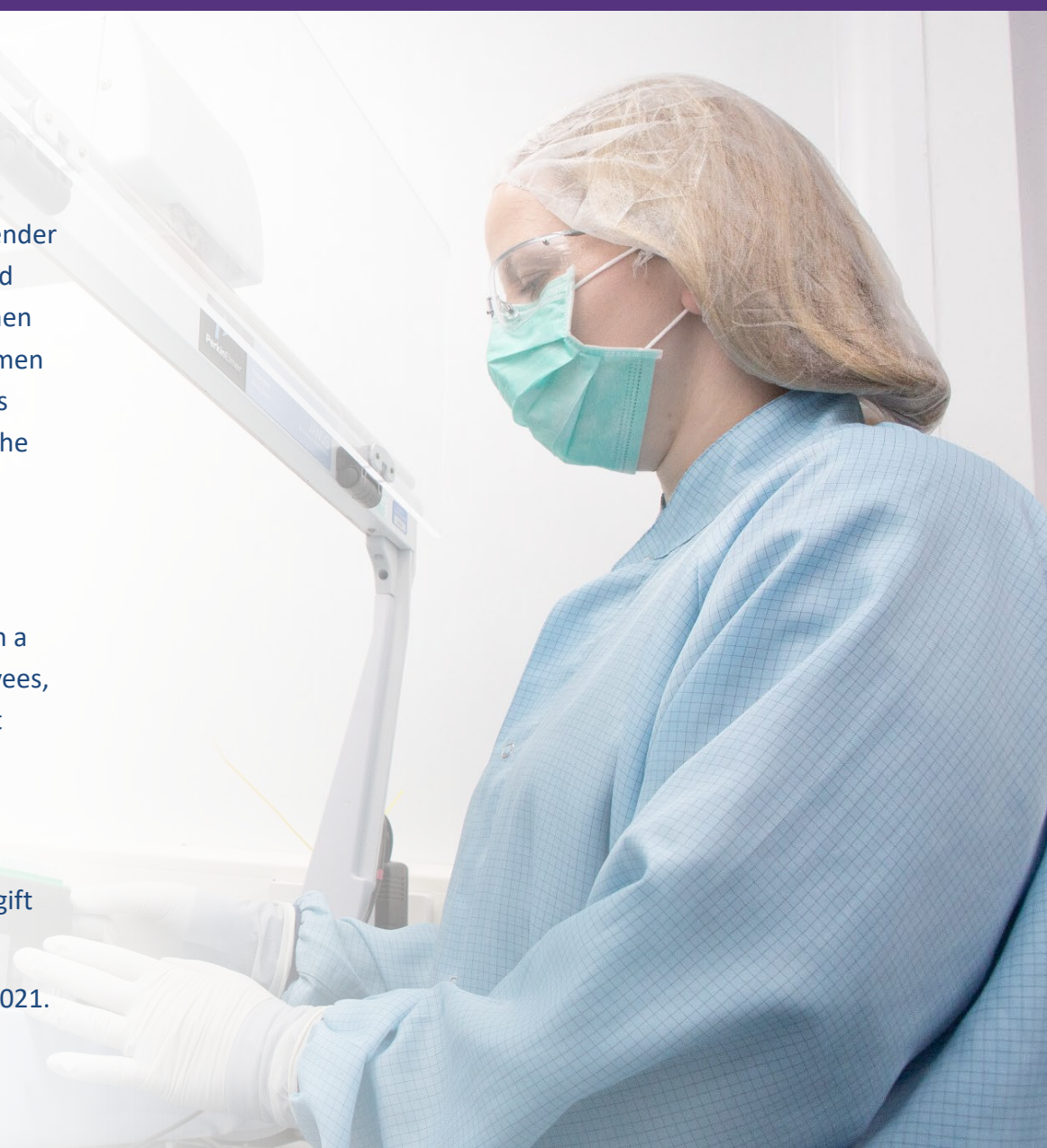
Cellmark is required by law to publish our gender pay gap. The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. A positive pay gap indicates that women earn less than men whereas a negative pay gap indicates that women earn more than men. Whilst this 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 although there is an improvement since 2020.

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.

The bonus payment calculation includes long service awards and gift vouchers.

The figures in this report are based on the snapshot date 5 April 2021.



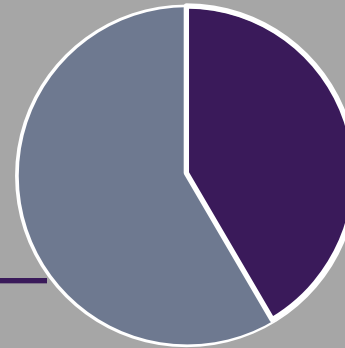
## GENDER BALANCE

The Cellmark organisation is predominantly female with an employee population of 64% female and 36% male.

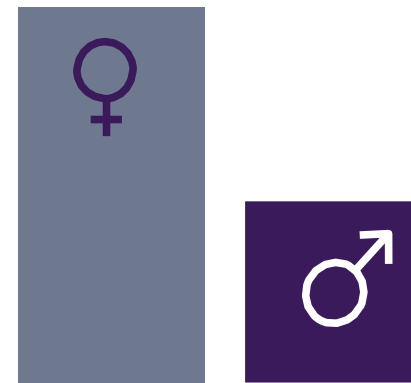


**64%**  
**FEMALE**

## GENDER BALANCE



**36%**  
**MALE**



## PROGRESSIONS AND PROMOTIONS

Over the past year the % of progressions and promotions across the Cellmark organisation were (62%) being realised by females and (38%) by males.

# Gender Pay Gap Summary\*



## CELLMARK OVERALL

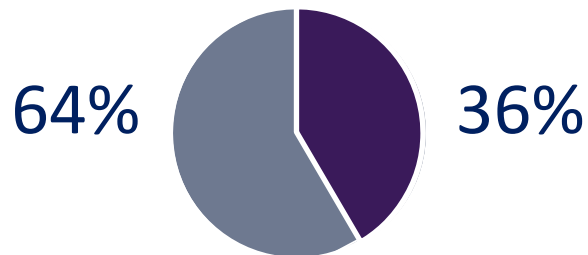


WOMEN



MEN

Proportion of relevant employees\*



Mean gender bonus pay gap	35.7%
Median gender bonus pay gap	0%
Proportion of males receiving a bonus	92.1%
Proportion of females receiving a bonus	97.5%

## GENDER PAY GAP

15.9%

MEAN

15.2%

MEDIAN

<b>Mean average:</b>	Taking the average of the data cut
<b>Median average:</b>	Taking the middle of the data cut, when put in numerical order
<b>Bonuses:</b>	Includes long service awards and vouchers

\*Active fully paid employees employed by Cellmark as of 5 April 2021

# 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
<b>MEN</b>	25%	34%	39%	53%
<b>WOMEN</b>	75%	66%	61%	47%

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

# Taking Action



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

## Flexible Work Practices

- We offer flexible working to all our employees.
- Our employment 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:

- 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.

We will continue to grow all our employees in their chosen career paths through 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, flowing style.

**David Hartshorne**  
*Managing Director*

