

Cellmark Gender Pay Report 2018



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

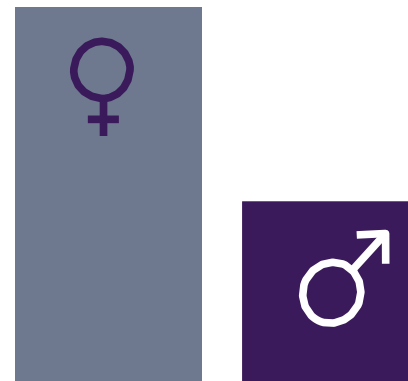
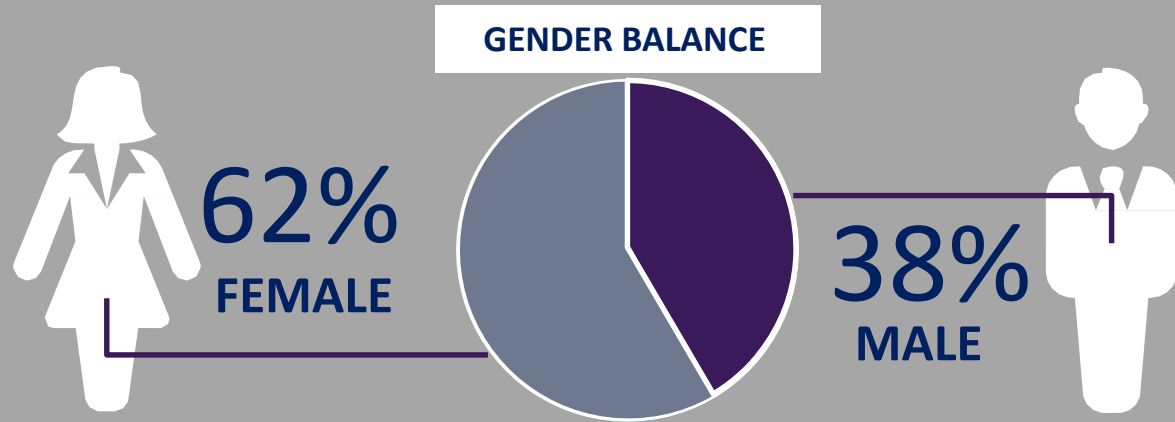
Cellmark operates from locations across the UK, including Abingdon, Chorley, Durham and Huntingdon; we are committed to an inclusive and inspiring environment where benefits-related rewards, including pay, are based on an individual's performance, skills and competencies. We are committed to ensuring 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.



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 there were 60 progressions and promotions across the Cellmark organisation with 41 (68%) being realised by females and 19 (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 OVERALL

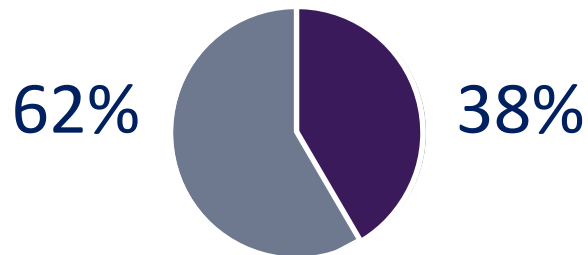


WOMEN



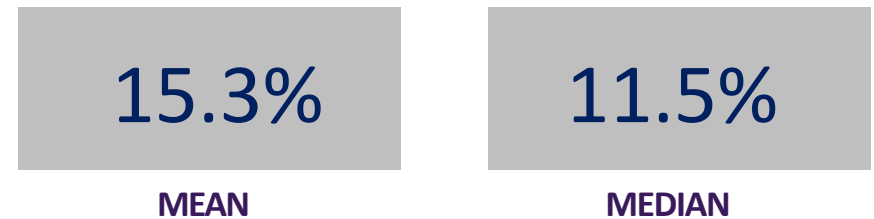
MEN

Proportion of relevant employees*



Mean gender bonus pay gap	24.6%
Median gender bonus pay gap	0%
Proportion of males receiving a bonus	84.3%
Proportion of females receiving a bonus	97.7%

GENDER PAY GAP



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 2018.

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	25%	34%	39%	53%
WOMEN	75%	66%	61%	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 an environment that creates opportunities and career choices for all people 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 remote working and part-time opportunities. We continue to support our employees 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.

RECRUITMENT

We are committed to continuing to improve our recruitment practices by training all of our line managers, using structured interviews and skills-based assessment tasks where possible.



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".

David Hartshorne
Managing Director

