

Our Gender Pay Gap Report 2020/21

We're taking our commitment to ED&I seriously

Here at LifeArc, we're not required to publish a gender pay gap report by law, but we do take our commitment to Equity, Diversity and Inclusion seriously. So, we've designed our report to help us better understand if we do have a pay gap, what its causes are, and how we can reduce it.

It's all part of the work we're doing to make sure LifeArc is a place where anyone can translate their potential.

10 out of 12 of our Industrial Placements this year were female. These are some of our lowest paid roles. If we removed this group from our pay gap report, our median gap would reduce to 21%, and our mean gap to 8%.*

* Figures are as at 5th April 2021 (includes permanent, part-time, IP's, Fellows and temporary employees on the LifeArc payroll)

Our key data

Our overall gender distribution



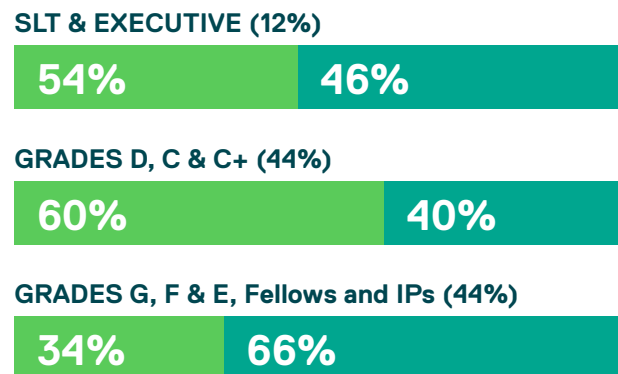
Our pay gap*

| | |
|----------------|-------|
| Mean pay gap | 13.2% |
| Median pay gap | 22% |

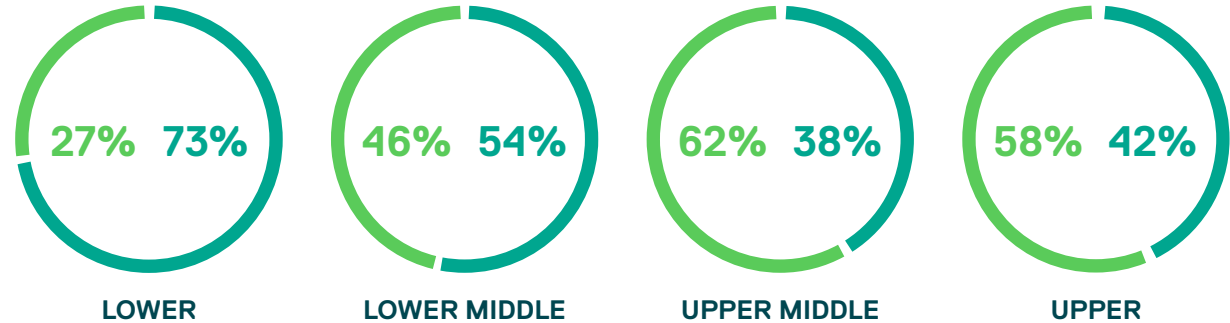
UK national average

| | |
|----------------|-------|
| Mean pay gap | 14.8% |
| Median pay gap | 15.4% |

By job level



By pay quartile



What have we done so far to reduce our pay gap?

- We've audited our pay review awards.
- We've updated our promotions process.
- We've built a knowledge base around bias and inclusive behaviours.
- We're making sure candidate shortlists are balanced.
- We're removing barriers to career progression in line with our ED&I Strategy.

What's in our action plan?

- We're analysing our data and using it to inform our decisions.
- We're adapting our ways of working to help eliminate bias.
- We're making informed decisions on pay, job offers and promotions.
- We're continuing to benchmark the way we reward our people.

