

GENDER PAY GAP REPORT 2017

Under new legislation that came into force in 2017 Oxford BioMedica is required to publish an annual gender pay gap report by 4 April each year. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Oxford BioMedica works hard to ensure it is an equal opportunity employer. The Company has a very diverse workforce and prides itself that its working community is a vibrant working environment. At the snapshot date of 5 April 2017 the workforce was structured as below:

	Male - % of total workforce	Female - % of total workforce
Executive Team	1.75%	0%
Managers	10%	9.25%
Non-managerial staff	35%	44%

As Oxford BioMedica has moved towards commercial fulfilment, headcount has increased substantially in a number of key business areas. Whilst the number of more junior roles in our manufacturing and support functions has grown significantly, our Senior Executive Team (Band 1) has remained largely unchanged over the recent years.

This is the data report for the snapshot date of 5 April 2017.

- The mean gender pay gap for Oxford BioMedica is 34.6%
- The median gender pay gap for Oxford BioMedica is 8.2%
- The mean gender bonus gap for Oxford BioMedica is 55.9%
- The median gender bonus gap for Oxford BioMedica is 23.7%
- The proportion of male employees in Oxford BioMedica receiving a bonus is 20.8% and the proportion of female employees receiving a bonus is 10.7%

Pay quartiles by gender

Band	Males	Females	Description
A	33.3% (22)	66.7% (44)	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	53.7% (36)	46.3% (31)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the

Pay quartiles by gender

Band	Males	Females	Description
			median
C	50.7% (34)	49.3% (33)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	55.2% (37)	44.8% (30)	Includes all employees whose standard 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.

What are the underlying causes of Oxford BioMedica's gender pay gap?

There are a number of factors which contribute to Oxford BioMedica's gender pay gap data.

Pay Gaps

The company's five most senior roles are all held by males (referred to as Band 1 roles) who are paid higher rates of pay and have significant bonus eligibility. Whilst this population represents only 1.75% of the total workforce population, it influences the data significantly.

At the snapshot date, 36.33% of the senior managerial roles (Band 2 roles) were occupied by female workers.

The recent significant growth in recruitment of more junior operational roles within the business has meant that there has been a steady inflow of new starters into the Company. During the relevant pay period, we have taken on twice as many female workers as male workers, on entry level salaries. This recruitment activity has been primarily in the Bands 4, 5 and 6. This recent influx of new junior female workers, balanced against the static senior executive all male structure, impacts adversely on the reporting figures for this year vis a vis mean and median gender pay gap data.

Bonus Gaps

During the target earnings year, the company operated the 2016 bonus scheme, aimed primarily at rewarding senior Executives and managers (Bands 1 and Band 2). The structure of bonus eligibility links to seniority in the Company with higher percentage bonus cash earnings for the most senior (male) staff. The 2016 bonus scheme was paid in first quarter

2017, but in addition to the 2016 annual bonus payment, a section of senior managers also received an additional one off bonus payment linked to a significant project milestone, thus inflating bonus earnings amongst senior managers beyond the standard structure of reward payments.

The Company's culture and values mean it will continue to offer flexible working opportunities to staff. Flexible working arrangements have been taken up exclusively by women during the year ending April 2017, and this in turn impacts on their bonus earning capability - bonus earnings are linked to earned salary, where there is eligibility for bonus scheme participation.

The proportion of men at Oxford BioMedica who received a bonus in the 12 months up to 5 April 2017 was 20.8%, while for women this was 10.7%. This reflects the higher proportion of men in the senior management roles which, under the 2016 bonus policy, attract a performance bonus.

What is Oxford BioMedica doing to address its gender pay gap?

Oxford BioMedica is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals and
- evaluates job roles and pay bands as necessary to ensure a fair structure.

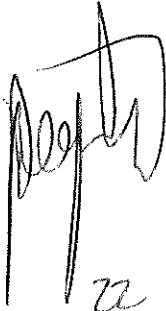
Oxford BioMedica is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the dispersal of genders across roles within the organisation and the salaries that these roles attract.

To address these findings, Oxford BioMedica is committed to:

- seek to address the gender imbalance at the most senior levels of the organisation
- review its candidate attraction strategies for all levels of opportunity to ensure that the widest possible pool of internal and external candidates are encouraged to apply for available roles at all levels of the organisation
- review appropriate training and development interventions to ensure that a suitably qualified talent pipeline is available for promotion into more senior roles within the company
- develop structured career paths within departments to encourage promotion into more senior roles
- review its policy on bonus payments, both in terms of overall scheme construction and also eligibility throughout the organisation;
- promote flexible working, in both the female and male workforce

I, Stuart Paynter, Chief Finance Officer, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'Stuart Paynter', written over a vertical line.

Dated

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