



Gender Pay Gap Report 2024

This report publishes the Gender Pay Gap data for Oxford Biomedica (UK) Ltd (OXB) as at April 2024. The snapshot date was 5th April 2024.

556 employees were categorised as “relevant” employees, and used in the reporting of bonus pay gap statistics. 533 employees were classified as “full-pay relevant” employees, and used in the reporting of hourly pay gap statistics.

The figures set out in this report have been calculated using the standard methodologies used in the Equality Act 2010 (gender pay gap information) Regulations 2017.

Structure of Company

At the snapshot date, the “relevant” employees workforce was structured as follows:

	Total	Female	Male	Female	Male
Executive	7	2	5	28.6%	71.4%
Managers	131	70	61	53.4%	46.6%
Non-Managerial Staff	418	233	185	55.7%	44.3%
Total	556	305	251	54.9%	45.1%

Pay Quartiles

The proportion of male and female “full pay relevant” employees at each quartile as at the snapshot date was as follows:

	Female	Male
Lower Quartile	61.2%	38.8%
Lower Middle Quartile	54.1%	45.9%
Upper Middle Quartile	52.6%	47.4%
Upper Quartile	48.9%	51.1%
Total	54.2%	45.8%

Gender Pay Gap

The mean gender pay gap for OXB is 10.4%, decreasing by 3.7% compared to 2023 and marking a 7.3% decrease since 2022. The monetary amounts behind this figure are:

- A mean male hourly rate of **£32.97** (decrease of 4.9%, previously £34.68 in 2023)
- A mean female hourly rate of **£29.55** (decrease of 0.8% previously £29.79 in 2023)
- Or an absolute difference of **£3.42** (previously £4.89 per hour in 2023)

The median gender pay gap for OXB is 5.6%, an increase of 2.2% compared to 2023. The monetary amounts behind this figure are:

- A median male hourly rate of **£27.02** (increase of 2.16%, previously £26.45 in 2023)
- A median female hourly rate of **£25.50** (decrease of 0.1%, previously £25.53 in 2023)
- Or an absolute difference of **£1.52** (previously £0.92 per hour in 2023)



Gender Bonus Gap

The mean gender bonus gap for OXB is 30.8%, decreasing by 3.6% compared to 2023 and marking a 17.1% decrease since 2022. The monetary amounts behind this figure are:

- A mean annual male bonus of **£6,715.59** (previously £6,473.61 in 2023)
- A mean annual female bonus of **£4,649.68** (previously £4,248.77 in 2023)
- Or an absolute difference of **£2,065.91** (previously £2,224.84 in 2023)

The median gender bonus gap for OXB is 11.0%, previously 12.5% in 2023. The monetary amounts behind this figure are:

- A median annual male bonus of **£2,643.67** (previously £2,399.63 in 2023)
- A median annual female bonus of **£2,363.10** (previously £2,100.36 in 2023)
- Or an absolute difference of **£280.57** (previously £299.27 in 2023)

The proportion of male employees receiving a bonus was 91.2%, and the proportion of female employees receiving a bonus was 84.6%.

What does the data show?

Since the 2023 gender pay gap report, OXB has conducted a significant reorganisation of its operations with the aim of improving client-centricity and repositioning itself as a pure-play CDMO. Approximately 200 roles were impacted across the organisation; this made a year-on-year comparison of the gender pay gap challenging given the reduction in relevant and full pay relevant employees since 2023. However, it is encouraging that the overall gender pay gap has continued to reduce in comparison to previous years, and that the median gap, at 5.6%, is significantly below the overall median gender pay gap reported by the ONS (13.1%).

Analysis of the data shows the main driver of OXB's gender pay gap is the distribution of genders across levels and roles within the organisation. As at the snapshot date, the executive level continued to be predominantly populated by males, although female representation at this level has increased slightly since 2023 to 28.6%. The lower grades in the organisation continue to be predominantly populated by female employees, something which has increased following the organisational restructuring. In addition, OXB has welcomed a number of new starters to the organisation since the previous gender pay report; 70% of these new joiners were female, of which 70% were into lower graded, lower paid roles. In line with OXB's reward principles, new employees would initially be aligned at a lower position in OXB's salary ranges than existing peers of all genders, reflecting differences in competence and experience in their respective roles. As this group progresses, develops, and grows, they will have equal opportunity to move through the salary ranges on merit. One additional point contributing to the gap at this level had been that male employees in lower grades were more likely to work within roles which attracted additional allowances for working unsocial or flexible shift patterns, increasing their average hourly pay.

The combination of these factors increase OXB's pay gap through driving male average and median positions upward. Equally, higher average wages will consequently contribute to higher male average and median bonus figures.

What is OXB doing to address the gender pay gap?

At OXB, our aim is to attract and retain the very best talent available to help to enable our aim of becoming a leading global, quality and innovation led CDMO in the in cell and gene therapy. We aim to do this by providing competitive, performance driven total reward packages which are grounded in fairness, ensuring all employees are paid equitably for the role they perform. OXB is committed to providing an inclusive and welcome community where all employees are able to meet their full potential.



As part of OXB's Equality, Diversity and Inclusion (EDI) strategy, we have implemented and delivered mandatory online EDI training to all employees since the 2023 pay gap report. The purpose of this training is to ensure all employees understand our expectations around the role they need to play in treating all employees with respect and ensuring they are given fair access to opportunities. We have additionally continued our programme of raising awareness and education through our Employee Network Groups, celebrating events aligned with global awareness days such as International Women's Day and Menopause Awareness Day. The events aim to provide networking opportunities for women in OXB, while also raising awareness and education through sharing stories and experiences.

OXB remains committed to enabling equal access to opportunities, making reasonable adjustments and supporting work-life balance for all our employees, such as through enabling flexible working arrangements and supportive people policies.

We also aim to ensure that all employees have equal development and career progression opportunities within the organisation. As part of this commitment, in 2024 a Leadership Development Program was introduced, focusing on developing the skills of our senior leadership team to ensure they can effectively support all team members to grow and succeed at OXB. Moving forwards, equality of opportunity will be central to our future succession planning, ensuring that OXB supports the development needs of talent across the organisation.

Looking to the future we are developing a new global grading framework which will establish a robust job architecture to better enable us to compare pay across like roles. The development of pay ranges by job families will enable greater accuracy and consistency in setting and managing future pay decisions. Additionally, we will be designing and implementing career pathways and offering a clearer route for our employees' to identify development needs supporting their career aspirations. OXB hopes that the new structure and approach will contribute to creating an unbiased framework which provides all employees with the opportunity to progress in their career on the basis of their performance, skills and contribution to the business. These initiatives will enhance our ability to monitor pay equality and career progression within our organisation, and enable OXB to take any action where necessary to ensure that this happens.

OXB remains committed to addressing its gender pay gap, and aims to do so through continued focus and enhancement of EDI policies and practices, by removing potential barriers to progression and development, and by ensuring our reward principles and processes continue to be grounded in fairness and deliver equitable pay for all employees.

I, Frank Mathias, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed: Signiert von:
Frank Mathias
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Dated: 21-Mar-2025 | 08:56 GMT