

Fujifilm Diosynth Biotechnologies UK Ltd

Gender Pay Gap Report 2024

This is the seventh year UK companies with over 250 employees have to report on their gender pay gap. This report provides a snapshot of the gender pay balance within the Company as at 5 April 2024. It measures the difference between the average pay of all male and female employees, irrespective of their role or seniority, as well as the difference in bonus pay and the gender distribution of staff across four pay quartiles.

At Fujifilm Diosynth Biotechnologies UK we are committed to our people and ensuring that everyone no matter what their background or gender – has an opportunity to develop. We remain confident that our gender pay gap is not caused by men and women being paid differently to do the same job but is driven instead by the structure of our workforce.

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Like many organisations within our sector, we have a gender pay gap. However, we continue to be committed to reducing the gender pay gap. It is noted that our gender pay gap exists primarily due to a higher proportion of males within the upper quartile and upper middle quartile, in many cases this is due to length of service and age factors. We are pleased to report that this has decreased since 2017 from 73% to 63% but note there has been a slight increase YoY compared to 2023. We are pleased to note that since 2018 our Leadership Team now comprises of 50% of females which is a significant increase and closely represents our Company gender mix profile.

Our key data is presented below:

As of the snapshot date (5 April 2024) the table below shows our overall mean and median gender pay gap based on hourly rates of pay. These figures include allowances such as shift payments, Market Force Adjustment Payments and First Aid Allowance.

The percentage shown is the difference in overall mean and median pay and bonus between men and women.

Pay Difference:

Gender Pay Gap Difference	
Mean	9.9%
Median	10.2%

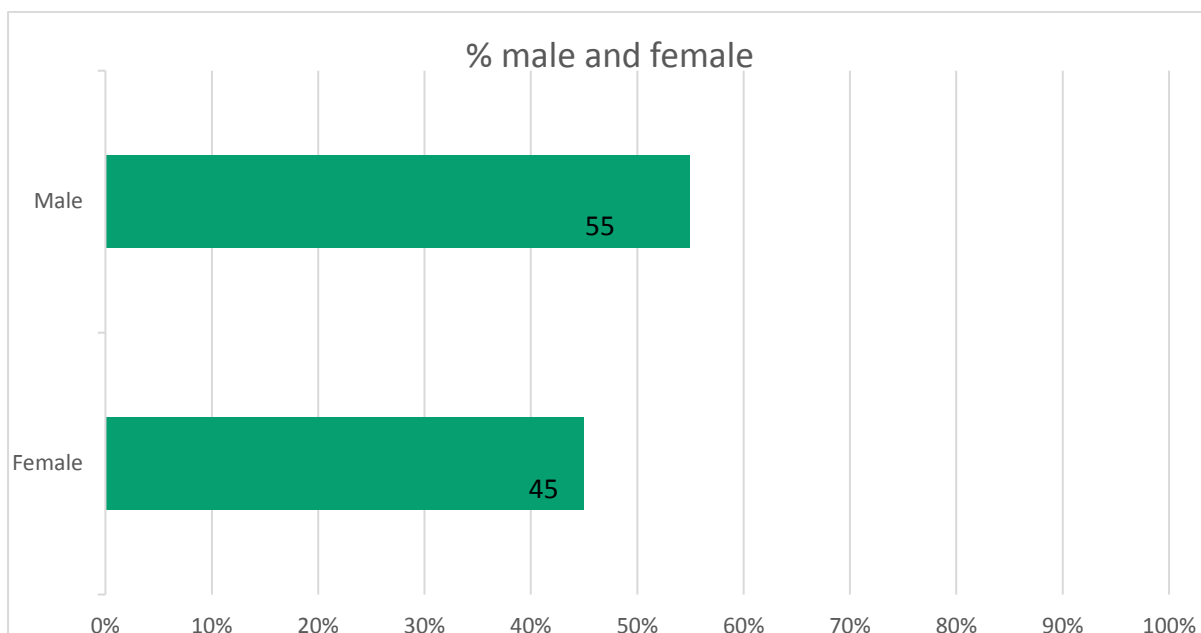
Percentage of males & females within each quartile	Male	Female
Upper	61.4%	38.6%
Upper Middle	64.4%	35.6%
Lower Middle	54.3%	45.7%
Lower	41.2%	58.8%

We have seen a shift in our mean gender pay gap difference YoY, for 2024 we have seen a slight increase from 7.6% to 9.9%.

We have also seen a change in our median from 5.6% to 10.2%. There has been a shift in the number of Full Pay Relevant employees reported on which we believe is the catalyst for the % increase as well as having a high volume population of those employees regarded as ‘early-in-career’, who are typically paid less when compared with existing employees with a significant number of years of tenure.

Our Workforce

Our gender split across the workforce is summarised below:



We are proud to have a workforce which has an almost equal split between male and female staff and pleased that this has remain unchanged YoY. We strive to attract the best people from all backgrounds and continue to build a diverse and inclusive workforce at Fujifilm.

Between April 2023 and April 2024, we continued to grow with 56 new starters across the business. Of those 56 employees, 27% were women.

Bonus Pay:

Each employee within our workforce is eligible to receive a bonus.

	Male	Female
% who received a bonus	52.4%	41.0%

Gender Pay Bonus Difference	
Mean	50.7%
Median	17.3%

As we have a high percentage of males within our upper quartile, upper middle quartile and lower middle quartile, including members of the GLT, this will impact on gender pay gap for bonus payments. Bonus payments are also calculated on actual sums paid and therefore don't reflect a pro-rating for part time staff. The vast majority of

our part time workers are female and the pro-rated bonuses for these staff contribute to the differential in bonus pay.

The % of employees who received a bonus has significantly decreased since 2023, whilst all company employees remain eligible for a bonus payment economic.

Moving Forward

Fujifilm Diosynth Biotechnologies is committed to improving equality across our workforce. This is embodied in our People Strategy which aims to create an engaged, motivated, and competent workforce.



During 2024 we have continued to train our managers on Effective Recruitment & Selection.

The objective of our Recruitment and Selection policy is to ensure that we can be confident that appointment and promotion decisions within our business are fair, transparent, and justifiable. Our managers continue to have a greater awareness of the impact of 'unconscious bias' and have confidence in ensuring the methods of attracting and selecting candidates to ensure that we consider a range of applicants who meet the requirements of the role. Our pay and grading structure provide a fairer and more consistent way of dealing with the salaries of new starters as well as monitoring the external labour market to ensure we remain committed paying fairly whilst factoring in market force data bi-annually.

Equality and Diversity is paramount here at Fujifilm Diosynth Biotechnologies an in embedded within our people strategy. We continually update our equality, diversity and inclusion policies as well as providing e-learning to all employees on equality, diversity and inclusion in the workplace.

As an organisation we believe developing the workforce and reducing the gender pay gap are not just goals, but essential commitments to fostering an equitable environment where talent is recognised and rewarded fairly, ensuring that all individuals, regardless of gender, have the opportunity to contribute to and benefit from a thriving economy.

I confirm that the details included in this report are accurate.

Signed by:

 Signer Name: Jonathan Haigh
Signing Reason: I approve this document
Signing Time: 02-Jun-2025 | 03:50:20 CDT
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Jonathan Haigh
UK Site Lead