



Charles River Laboratories Edinburgh Ltd

Gender Pay Report

Charles River Laboratories (CRL) is committed to excellence across all elements of Process optimisation, Customer Service and Employee Engagement. The CRL philosophy to remuneration reflects this commitment, focusing on diversity and inclusion, to ensure continued business development. Please note that the sample data upon which this report has been prepared was derived from April 2023.

The gender pay gap can sometimes be confused with the law on equal pay, however, the gender pay gap is a different concept:

- Equal pay deals with remuneration for men and women who are paid differently for doing the same job, similar jobs or work of equal value. It is unlawful to pay people unequally because of the difference in their sex.
- The gender pay gap shows the difference of all men and women in a workforce, this is expressed as a percentage of men's earnings.

Gender Pay Gap and Bonus Gender Pay Gap

Difference between men and women		
	Mean	Median
Hourly Pay	10.22%	4.11%
Bonus Pay	71.58%	10.24%

Proportion of colleagues awarded a bonus between 6 April 2022 and 5 April 2023		
	Male	Female
Received a bonus	93%	94%
Did not receive a bonus	7%	6%

It is clear that CRL does have a Gender Pay Gap with the mean of 10.22% being a slight reduction on the previous year's figure and the median of 4.11% being a slight increase. There are underlying metrics that provide a more rounded perspective:

- There is parity in the split between male and female employees who received a bonus.
- The gender gap in our business reflects what we see – we have a slightly higher proportion of males in the upper quartile (see table below), a considerable trend in favour of females in the middle quartiles, and a significant trend in favour of females in the lower quartile.
- Currently, there are fewer women employed in senior positions. The Senior Leadership team currently has 75% males and 25% females, and the Management team currently has 58% males and 42% females.

Quartile Reporting		
	<u>Male</u>	<u>Female</u>
Q1	51%	49%
Q2	46%	54%
Q3	43%	57%
Q4	35%	65%

At CRL we know we have a Gender Pay gap as we still have less women in senior leadership positions. We are aware this will take time to address and will endeavour to do so going forward.

Strategy to address Gender Pay Gap

1. Continue to be fair and equitable with ALL of our employees, ensuring training and development opportunities across all grades to harness the outstanding talent within our organisation.
2. Ensure constant review of Senior Leadership Team and Management Team composition to seek to progress to a balance of both male and female members.
3. CRL will focus on pro-actively maintaining the culture of encouraging females to apply for senior management roles.
4. In order to close the gender pay gap, CRL have introduced various initiatives such as introduction of more flexible working practices, such as increased working from home as well as the introduction of improved paternity and maternity benefits. CRL has also introduced a Menopause Guidance policy. Such family friendly policies help people to balance career development and childcare responsibilities, something which, fairly or not, disproportionately affects females' careers.

I confirm that the Gender Pay data contained in this report for Charles River Laboratories Edinburgh Ltd is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Consolidation Service (ACAS)



05 March 2024

Geoff Burns
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Safety Assessment Edinburgh