



Charles River Discovery Research Services UK Ltd (Discovery UK)

Gender Pay Report

5th April 2023 data (published 9 November 2023)

Our compensation and benefits philosophy at Charles River, is to provide market competitive compensation and benefits programs that attract and retain employees by recognising and rewarding behaviours and outcomes that align to Charles River strategy, performance, culture, and values. We are committed to excellence across everything we do including science, process optimisation, customer service and employee engagement. The Discovery UK philosophy to remuneration reflects this commitment together with our focus on diversity, equity, and inclusion. Please note that the sample data upon which this report has been prepared was derived from April 2023. The data for 2022 is included in brackets for comparison.

There are two substantial considerations which make the year-on-year comparison complex.

- In September 2022 employees from our UK Biologics business were TUPE across to Discovery UK and are therefore included in this year's data.
- Discovery UK provides a base for UK based employees that sit in Corporate and Global CRL roles. The number and seniority of these roles vary year on year which impacts remuneration levels and thus direct comparison.

The gender pay gap can sometimes be confused with the law on equal pay. For clarity, 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 is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs, not of the difference in pay between men and women doing the same job.

Gender Pay Gap

The data for Discovery UK is shown below for 2023.

	Mean	Median
Hourly Pay	11.49%	7.99%
Hourly Pay (excl Corporate/Global roles)	9.01%	6.78%

Discovery UK has a Gender Pay Gap, as shown by the headline figure of 11.49% for 2023 in our mean Gender Pay Gap. The median value is lower at 7.99% indicating the mean data is skewed by outliers.

If we exclude the Corporate and Global roles mentioned above, in both 2023 and 2022, to normalise the data, the median Gender Pay Gap reduces to 6.78% and the mean and median data come closer together.



To put this into context, the national median gender pay gap amongst all employees, as quoted by the office for national statistics, is 14.3% reduced from 14.4% in 2022

Quartile reporting Discovery UK

Quartile reporting 2023		
	Male	Female
Quartile 1 (Lower)	44%	56%
Quartile 2	47%	53%
Quartile 3	54%	46%
Quartile 4 (Upper)	52%	48%

There are other key metrics, which need to be considered and which provide context:

- The percentage of females in Discovery UK remains at 50% in 2023.
- The gender pay gap in our business reflects our current position where we have a slightly higher proportion of male employees in the upper quartiles Q3 and Q4 (based on hourly rate) as shown in the table above.
- The percentage of females in the upper quartile has increased to 48% from 44% in 2022 and 37% in 2021

At Discovery UK we are confident that we have equal pay and that we do not have processes or practices which would see people being paid differently due to their gender. Our 2023 gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Whilst it will take time for more women to be employed in senior roles, there is clear evidence that Discovery UK is continuing on the right trajectory to close this gap.

Discovery UK gender bonus gap 2023

	Mean	Median
Bonus Pay	-8.39%	10.92%
	Male	Female
% Received a bonus	94.97%	96.38%
% Did not receive a bonus	5.05%	3.62%

Parity between men and women in terms of bonus receipt is good. In 2023, it can be seen from the mean value of -8.39% that the average bonus sum paid to the female population was higher than that paid to male population.

The median value rises to 10.92% which is aligned with having a higher percentage of senior males in the organisation.

Strategy to address Gender Pay Gap

The main cause of the Gender Pay Gap in Discovery UK is the larger percentage of males in senior roles. We are following a series of actions to ensure we have a large gender balanced pool of



applicants for senior roles through creating opportunities, staff development and coaching. Some of these actions include

1. All managers complete unconscious bias training to ensure all HR processes (promotions, succession planning, staff development, performance management) are fair and equitable
2. We have worked with an external partner (Fair Play) to review all internal policies and processes to improve our working practices related to DE&I
3. Creation and support of employee resource groups for women and young people to enhance belonging and retention.

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

A handwritten signature in blue ink, appearing to read "Jackie Macritchie".

Jackie Macritchie
VP, Regional General Manager Discovery