



Charles River Discovery Research Services UK Ltd (Discovery UK)

Gender Pay Report

5th April 2024 data (published 21 November 2024)

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 2024. The data for 2023 is included in brackets for comparison.

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

- Discovery UK provides a base for UK based employees that sit in Global CRL roles. The number and seniority of these roles vary year on year which impacts remuneration levels and thus direct comparison.
- Discovery UK also includes employees within the Cell and Gene Therapy Contract Development and Manufacturing Organisation (CDMO) which generally attracts lower-level roles and salaries.

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 2024.

	Mean	Median
Hourly Pay	10.78% (11.49%)	8.73% (7.99%)

Discovery UK does have a gender pay gap, as shown by the headline figure of 10.78% for 2024 in our mean Gender Pay Gap. The median value is lower at 8.73% indicating the mean data is skewed by outliers. There are underlying metrics that provide a more rounded perspective:

- Currently there are fewer females employed in Senior positions. With the recent departure of two senior female leaders who were replaced by one male, the Senior Leadership Team currently have 75% males and 25% females. The management teams below this level currently have 57% males and 43% females.



- Although the Global roles that currently sit in Discovery UK have a 50:50 split between males and females, there are two outliers in the male category which skew the data.

To put this into context, the national median gender pay gap amongst all employees, as quoted by the office for national statistics, is 13.1% reduced from 14.3% in 2023.

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 2024 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.

Quartile Reporting Discovery UK

Quartile reporting 2024		
	Male	Female
Quartile 1 (Lower)	47% (44%)	53% (56%)
Quartile 2	46% (47%)	54% (53%)
Quartile 3	49% (54%)	51% (46%)
Quartile 4 (Upper)	60% (52%)	40% (48%)

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

- The percentage of females in Discovery UK is 50% for 2024.
- The table above reflects our current position where we have a higher proportion of male employees in the upper quartile Q4.
- The percentage of females in the upper quartile has decreased to 40% from 48% in 2023 due to changes in the senior leadership team (2 females leavers).

Discovery UK gender bonus gap 2024

	Mean	Median
Bonus Pay	31.82% (-8.39%)	14.25 (10.92%)
	Male	Female
% Received a bonus	98.88% (94.97%)	98.01 (96.38%)
% Did not receive a bonus	1.12% (5.05%)	1.99% (3.62%)

Parity between men and women in terms of bonus receipt is good. In 2024 the mean bonus gap has increased due to a remix of the senior leadership team swinging towards the male population.

The median value rises to 14.25% which is aligned with having a higher percentage of senior males in the organisation and more male outliers in terms of bonus payments.



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. Continue to be fair and equitable to ALL our employees, ensuring training and development opportunities across all grades to harness the outstanding talent within our organisation.
2. All managers complete unconscious bias training to ensure all HR processes (promotions, succession planning, staff development, performance management) are fair and equitable.
3. Ensure constant review of Senior Leadership and Management Team composition to seek to progress to a balance of both male and female members.
4. CRL will focus on pro-actively maintaining a culture of encouraging females to apply for senior management roles.
5. Recruitment that, where possible, ensures women are included in shortlists for senior level roles.
6. Focusing succession planning and development to ensure our female population are progressing into senior level roles.
7. Creation and support of employee resource groups for women and young people to enhance belonging and retention.
8. To support closing the gender, pay gap, CRL have introduced various initiatives such as the introduction of more flexible working practices, improved family friendly policies and introduced guidance around subjects such as menopause and miscarriage to ensure managers are providing appropriate support. This family friendly approach helps 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 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)

Signed by:

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Aidan Synnott
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