



## AVIAGEN ANNUAL PAY GAP REPORT

Aviagen fully supports gender equality – in the workplace and in all areas where common rights for all must be recognised and acknowledged. In support of gender equality, we are required by law to publish an annual Gender Pay Gap Report, and here are our findings for the ‘snapshot date’ of what those figures were on 5 April 2017.

### Aviagen UK Limited

- The mean gender pay gap for Aviagen UK Limited is 20.01%.
- The median gender pay gap for Aviagen UK Limited is 8.42%.
- The mean gender bonus gap for Aviagen UK Limited is 56.04%.
- The median gender bonus gap for Aviagen UK Limited is 16.61%.
- The proportion of male employees in Aviagen UK limited receiving a bonus is 89.19% and the proportion of female employees receiving a bonus is 86.54%.

Band	Males	Females	Description
A	57.5%	42.5%	Includes all employees whose standard hourly rate places them at or below the lower quartile (£7.85 - £9.39)
B	58.3%	41.7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median (£9.45 - £11.14)
C	66.2%	33.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile (£11.16 - £16.50)
D	74.3%	25.7%	Includes all employees whose standard hourly rate places them above upper quartile (£16.59 and above)

### Aviagen Limited

- The mean gender pay gap for Aviagen Limited is 9.96%.
- The median gender pay gap for Aviagen Limited is 20.70%.
- The mean gender bonus gap for Aviagen Limited is 40.51%.
- The median gender bonus gap for Aviagen Limited is 1.81%.
- The proportion of male employees in Aviagen limited receiving a bonus is 85.48% and the proportion of female employees receiving a bonus is 82.88%.

Band	Males	Females	Description
A	81.5%	18.5%	Includes all employees whose standard hourly rate places them at or below the lower quartile (£8.05 - £9.01)
B	82.5%	17.5%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median (£9.02 - £9.66)
C	79.7%	20.3%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile (£9.67 - £14.90)
D	78.5%	21.5%	Includes all employees whose standard hourly rate places them above upper quartile (£15.05 and above)

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



### **What are the underlying causes of Aviagen gender pay gap?**

The figures shown above indicate that there is a gender pay gap between men and women, whilst under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

At Aviagen, we rigorously uphold a policy of equal pay for the same work, so what is the probable cause of the gender pay gap? We believe that it is the result of the different roles in which men and women work within our organisation and the different salaries that these roles attract.

### **What does Aviagen do to ensure fairness and equality in the workplace?**

Aviagen is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, we:

- carry out pay and benefits audits at regular intervals;
- evaluate job roles and pay grades as necessary to ensure a fair structure.

This clear and unequivocal equal pay policy reinforces our confidence that that the gender pay gap at Aviagen does not stem from paying men and women differently for the same or equivalent work; it arises from the different jobs that men and women in the company undertake, and the different pay levels of those jobs.

### **Aviagen – representative of UK-wide employment trends**

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation.

In addition, in broad employment terms across the UK, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority.

Women are also more likely than men to have had breaks from work that have affected their career progression - for example, to bring up children.

Women are also more likely to work part-time, and many of the jobs that are available across the UK on a part-time basis are relatively low-paid.

### **How does Aviagen gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are reassured by the fact that Aviagen's gap compares favourably with that of many other organisations.





The mean gender pay gap for the whole economy (according to the November 2016 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.5%, while in the retail and wholesale sector it is 19.9%.

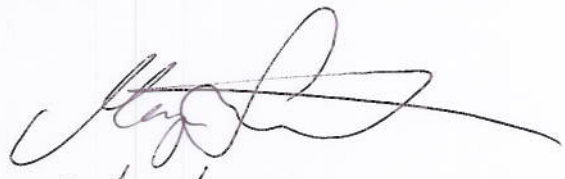
The median gender pay gap for the whole economy (according to the November 2016 ONS ASHE figures) is 19.2%, while in the retail and wholesale sector it is 18.74%.

**What is Aviagen doing to address its gender pay gap?**

While Aviagen 's gender pay gap compares favourably with that of organisations across the whole UK economy, this is not an area about which we are complacent, and we are committed to doing everything we can to reduce the gap.

I, Graeme Dear, General Manager – Aviagen UK limited and I Magnus Swalander, General Manager – Aviagen Limited confirm that the information in this statement is accurate.

Signed:    
Date: 16/3/18

Signed:   
Date: 16/03/2018