



2023 Gender Pay Gap Reporting

I am pleased to report the data for Quotient Sciences' gender pay gap reporting.

Quotient Sciences operates through 5 different trading companies. Under the regulations only those companies which are based in the UK and have 250 or more employees must report their gender pay gap data.

For Quotient that means the gender pay gap data reflects employees who work for Quotient Sciences Limited, who are primarily based at our Nottingham, Edinburgh and Reading locations.

The Gender Pay Gap and Equal Pay

The gender pay gap shows the difference in average pay between women and men, regardless of their role.

This is different to equal pay, which requires that women and men who do the same or similar jobs, or work of equal value, are paid equally. We ensure that our approach to pay is gender neutral which means that men and women who do equivalent jobs are paid equally.

Gender Pay Gap Reporting

This report shows the mean and median pay and bonus gender pay gaps, the proportion of males and females receiving a bonus, and the proportion of males and females in the employee population and each of our pay quartiles.

The median and mean averages illustrate different aspects of pay distribution across the company.

We are also reporting our pay quartiles split by gender, ranking our employees from lowest to highest paid, then splitting into four equal bands.

The proportion of employees receiving a bonus shows the proportion of men and women that received a bonus or commission payment in the reporting period.

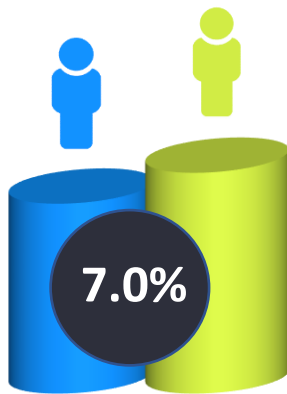
Reporting Period

The data for the 2024 gender pay gap report covers the following pay periods:

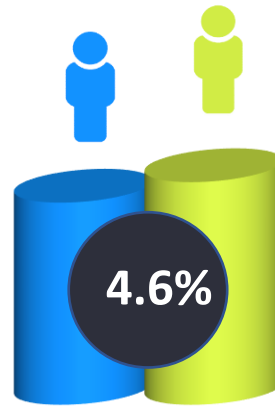
- Hourly pay data for the mean and median gender pay gap and pay quartiles is based upon pay received for the relevant period as of 5th April 2023.
- Bonus pay data for the mean and median gender bonus gap is based upon pay received between 6th April 2022 to 5th April 2023.

For the purposes of the creating the gender and bonus pay gap data, colleagues are labelled as their affirmed gender.

Our 2023 Data at a Glance

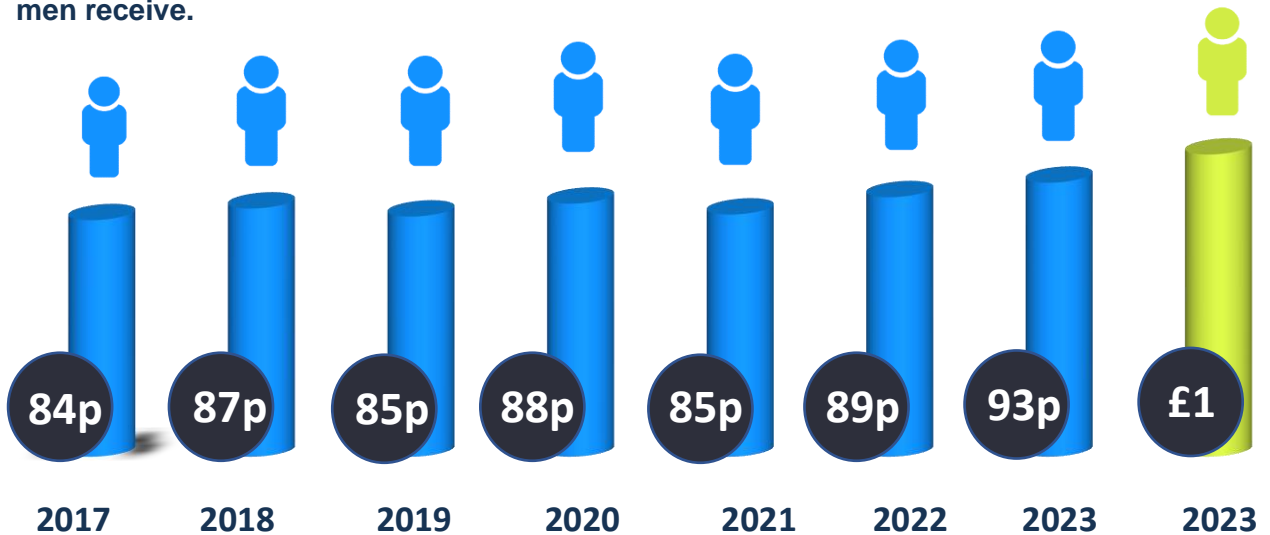


Mean Gender Pay Gap

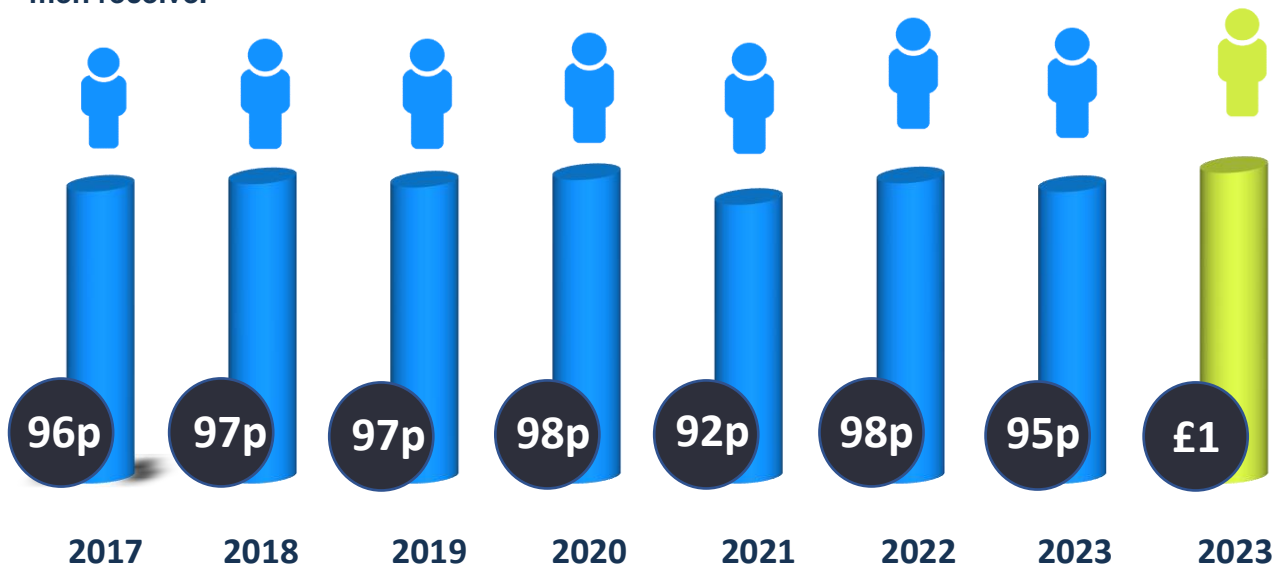


Median Gender Pay Gap

When comparing average hourly wages (mean), women receive 93p for every £1 that men receive.



When comparing average hourly wages (median), women receive 95p for every £1 that men receive.



Mean hourly pay gap

The mean is the average. It gives a good indication of the gender pay gap but may be distorted by high or low pay rates or bonuses/commissions.

In 2023, women’s mean hourly rate is 7.0% lower than that for men.

This has decreased by an overall 9.3% since we began reporting in 2017.

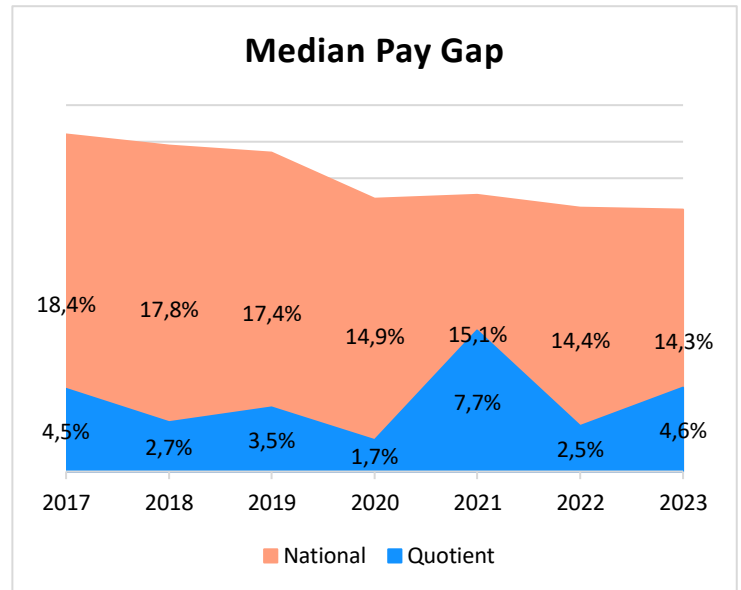
It is our lowest mean gender pay gap reported to date.

Median hourly pay gap

The median is the mid-point of the figures. It means taking all pay and bonuses/commissions, lining them up from highest to lowest, and picking the one in the middle. The median indicates what the ‘typical’ is, i.e., the middle of the company, and is not distorted by high or low pay rates or bonuses/commissions.

Women’s median hourly rate is 4.6% lower than that for men.

Our median pay gap remains lower than the national average, which is estimated to be 14.3% lower for women in 2023¹.



Pay Quartiles

At the snapshot date, there were a total of 644 colleagues. 380 of these were women (59.0%) and 264 were men (41.0%).

	%	
	Women	Men
Lower Quartile	64.0%	36.0%
Lower-Middle Quartile	57.8%	42.2%
Upper-Middle Quartile	58.4%	41.6%
Upper Quartile	55.9%	44.1%

Bonus Gap

Mean bonus pay gap – Women’s mean bonus pay is 27.4% lower than that for men.

Median bonus pay gap – Women’s median bonus pay is 0.0% lower than that for men.

For the total population 77.2% of women and 80.8% of men received a bonus.

The median bonus pay gap has decreased by an overall 27.6% since we began reporting in 2017 and is our lowest mean bonus pay gap reported to date.

Our Approach to Pay

At Quotient we are committed to diversity, equity, and inclusion, which includes promoting gender equality.

Whilst Quotient's numbers are generally better than the UK average, we do acknowledge that there is still more work to be done in achieving gender pay parity.

The decrease in the mean gender pay gap is due to an increase in the upper quartile. The increase in the median gender pay gap is due to an increase in the lower-middle quartile and decrease in the upper-middle quartile. However, having considered the numbers carefully, we recognise that the reason for our gender pay gap is still largely reflective of:

- fewer women in the most senior and leadership roles that are more likely to pay more; and
- fewer women in commercial or business development roles that are more likely to pay a bonus/commission.

Through our People practices we offer all colleagues the same growth and development opportunities within a positive, open, and inclusive environment, regardless of gender, as well as offering flexible working wherever possible.

We believe this helps colleagues of all genders progress their career at Quotient and reap the financial rewards that career progression brings. However, we still feel we can do more and are committed to continuing to take measures to reduce the gender pay gap in future.

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.



Thierry Van Nieuwenhove
CEO, Quotient Sciences

March 2024

¹ Reference – Office of National Statistics [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/gender-pay-gap)