

Gender Pay Gap

REPORT 2020



What is the Gender Pay Gap?

In 2017 it became a legal requirement for all organisations with **more than 250 employees** to report their gender pay gap. A gender pay gap is not the same as equal pay. It is the description given to the difference in average pay between all men and all women across an organisation regardless of role or grade level.

Where men are paid higher the gap is reported as a positive figure and reported as a negative figure where women are paid higher.



Statement from Heather McColl, HR & Support Services Director

“ Chiesi strives to ensure that all our employees are recruited, rewarded, and developed based on their abilities not their gender. Whilst as an organisation we recognise that we still must close the gap between men and women at senior levels within the UK, we are delighted to see that when excluding Directors from the analysis, the gender pay gap is -3.27% in favour of women.

Through our focused efforts over the past few years, we have continued to close the gap year on year, and we remain committed to continuing this improvement. Since we last reported we have seen an increase in female senior appointments and we have recently also undertaken a gender pay audit, with the aim of highlighting any unexplained gaps and implementing a 2-year action plan to further close the gap. ”

A handwritten signature in black ink, appearing to read 'H McColl'.

Our 2020 Results

Chiesi is committed to equal opportunities for all of its employees and strives to achieve parity between all genders, at all levels within the organisation.

When taking the total population in to account the gender pay gap as at April 2020 is **+25.95% based on the mean hourly rate** as at 5 April 2020. The **median hourly rate gender pay gap is +16.58%.**

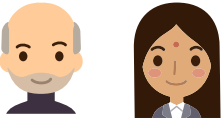

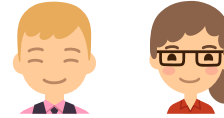
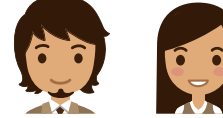
The results can be broken down further in to pay quartiles. Pay quartiles show the distribution of earnings when looking at pay.



+25.95%
Mean



+16.58%
Median

Lower Quartile	Lower Mid Quartile	Upper Mid Quartile	Upper Quartile
 33% 67%	 34% 66%	 49% 51%	 57% 43%

The pay quartiles highlight that a higher proportion of women are in the lower and lower mid quartile which impacts on the mean gender pay gap.

All employees in 2020 were eligible to earn a bonus, provided they had been employed prior to December 2019. Our mean **bonus gap is +40.8%** and the **median is +33.9%**.

Our mean bonus gap is greater than our pay gap for a number of reasons including:



A higher percentage of our Directors, whose bonus is a **multiplier of annual salary** are male.

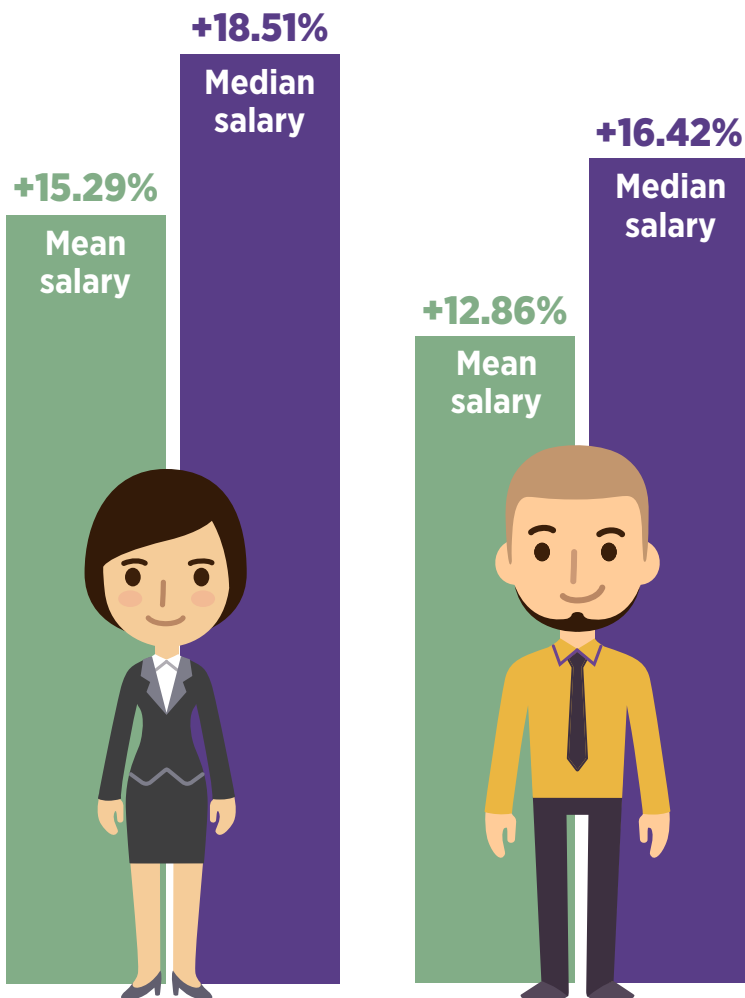
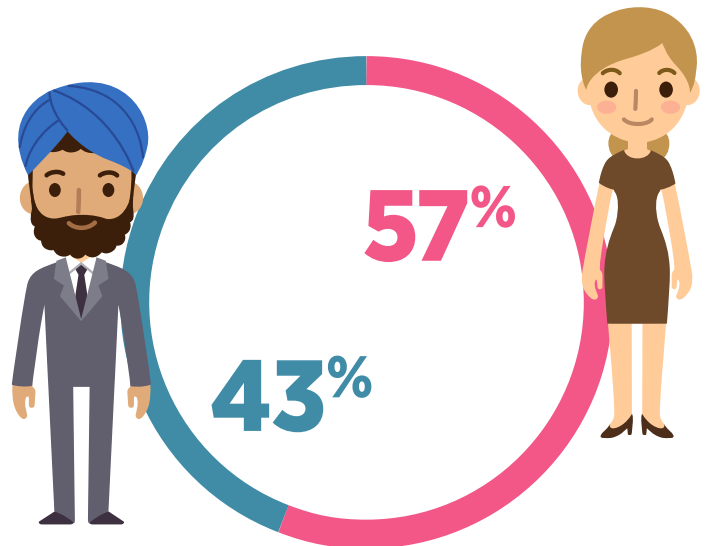


A number of senior female appointments were made in the year and as such **didn't qualify for the full 12-month bonus entitlement** in April 2020.

Who is included in the calculation?

The 2020 results are based on all relevant employees on the payroll as at the snap-shot date of 5 April 2020. Relevant employees are those that are paid their usual full pay.

As of April 2020, the Chiesi UK workforce was made up of **57% women** and **43% men**.



Gender Pay Gap comparison between 2018 and 2020

What has changed since 2018?

In Chiesi UK we have been monitoring the Gender Pay Gap each year.

Since that time we've seen a **12.05% increase** in the number of employees, including a **13.22% increase** in the number of women employed. The mean salary of women has **increased by 15.29%**, and the median by **18.51%**, whilst the mean salary of men has **increased by 12.86%**, and the median by **16.42%**.

The mean Gender Pay Gap has reduced by **2.42%**.