

GENDER PAY REPORT

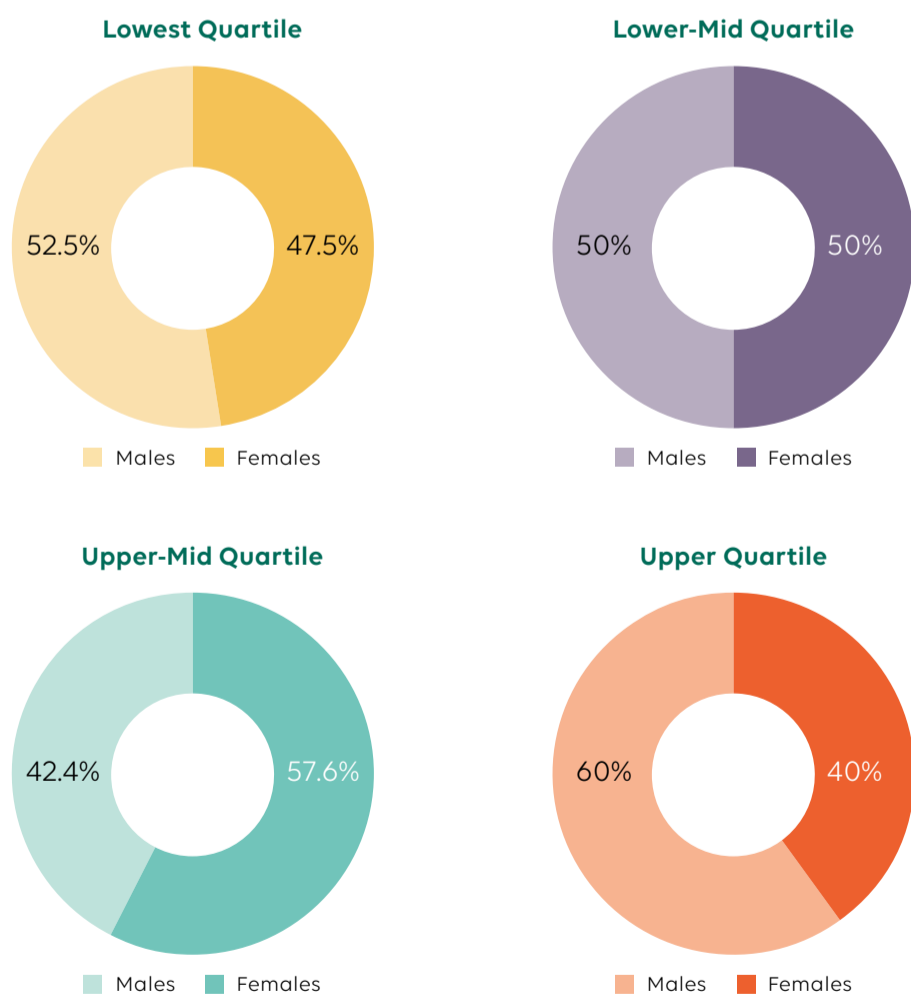
The gender pay data below shows the difference between the average earnings of men and women employed in the UK within our organisation and is not to be confused with equal pay, which is the requirement that men and women in the same employment performing the same job, similar jobs or jobs of equal value must receive equal compensation.

Quotient has sites in the UK, Switzerland and the US employing over 400 employees with a cross-site executive management team. On the snapshot date of 5th April 2019 which this data reflects, in the UK alone we were just below the threshold of 250 employees. However, we have continued to analyse and publish our gender pay data in order to monitor our progress by utilising the benefit of comparison with previous years' data.

Our gender pay gap results

	Mean (average)	Median (middle)
Pay Gap (hourly rate)	18.5%	0%
Bonus Gap	69.5%	30 %

Proportion (%) of males and females in each quartile



Proportion (%) of males and females receiving a bonus



UNDERSTANDING OUR PAY GAP

Across our global organisation, the number of women in our senior leadership team has been increasing over the past few years and our gender representation is becoming more balanced. However, within our UK staff population our gender pay gap and bonus gap continues to be heavily influenced by a disproportionate representation of men in senior leadership roles.

Our data reveals a stronger representation of women in leadership roles at the levels below senior leadership within our organisation (56.7% split in favour of women in our upper-mid quartile). Therefore, the notable shift towards a lower representation of women in senior leadership roles (upper quartile) presents an area of focus in identifying steps to work towards closing our gender pay gap.

Our bonus pay gap reflects the composition of the compensation package awarded to our senior leadership team, predominantly comprised of male employees, with a greater weighting towards variable remuneration elements and a higher proportion of bonus to salary.



HOW WE ARE WORKING TOWARDS CLOSING THE GAP

Closing our gender pay gap focus around a continued commitment to increasing gender diversity within the senior leadership of our organisation. In order to achieve this, we have identified the following areas of action:

- Promoting the visibility and acceptance of **flexible working practices**, enabling staff to positively balance their commitment to their careers with the demands of their lives outside of work, role modelling examples where leadership roles are performed flexibly and encouraging this approach to be embraced for all staff at all levels of the organisation.
- Embedding robust **succession planning** and investing in **leadership development**, particularly for staff at the level below senior leadership, ensuring our female leaders are set up to be able to take advantage of opportunities to progress into senior roles within the organisation as they arise and to shift the gender balance at the top of our organisation over time.
- Partnering with local further education establishments to promote **STEM careers for women** and presenting positive role models of female leaders in industry to our future talent pipeline.
- Ensuring **diversity and awareness of unconscious bias** remains a key focus of our leadership development package, challenging our leaders to consider equality and inclusion in all our hiring and promotion decisions.

We continue to support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Franz Walt, Chief Executive Officer



**THE FUTURE,
MADE POSSIBLE.**