

# SARTORIUS

Simplifying Progress

## Gender Pay Gap Report 2022/23

The Automation Partnership

# Global Partner of Life Science Research and the Biopharma Industry

## Our mission

We empower scientists and engineers to simplify and accelerate progress in life science and bioprocessing, enabling the development of new and better therapies and more affordable medicine.



## Our vision

We are a magnet and dynamic platform for pioneers and leading experts in our field. We bring creative minds together for a common goal: technological breakthroughs that lead to better health for more people.

# Strong Company Values Are the Basis of All Our Activities



## Sustainability

Growing profitably and acting responsibly towards all stakeholders



## Openness

Driving change and progress internally and externally



## Enjoyment

Working in an energetic and rewarding environment



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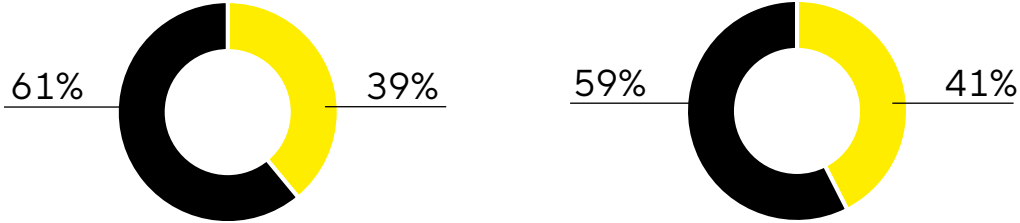
“At Sartorius, diversity is not about statistics. It’s about culture. We foster diversity because it ultimately teaches us to be more open. And we consider openness as a key prerequisite for success.”

Joachim Kreuzburg, CEO

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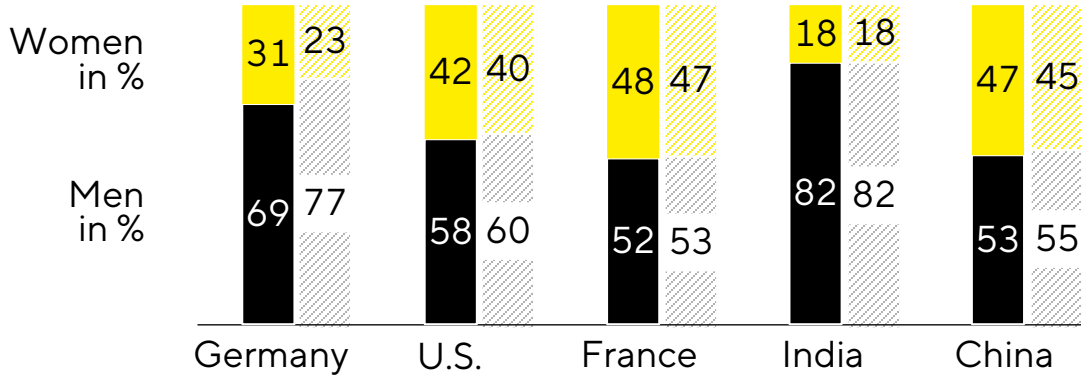
# Committed to developing an inclusive culture that supports diversity



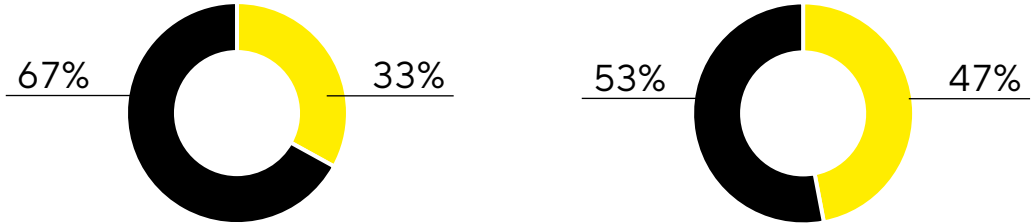
All staff

New hires

Women Men

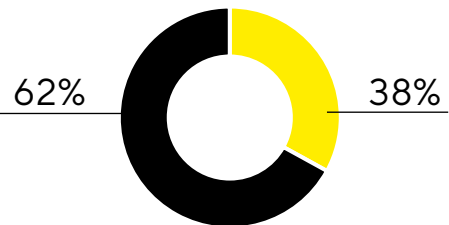


Employees Management positions



All management

Management below the board level



Promotions

Women Men

# Introduction

We aim to be an employer of choice, we want to attract and retain talent. We embrace diversity and promote equality and inclusion in the workplace. It is vital to our success that each and every individual is valued and that their contribution is recognised. In this report, we set out the Gender Pay Gap details for Sartorius Stedim Lab Ltd. We will explain the reasons for the gap and outline our current initiatives and future plans that will improve our gender balance.

## What is Gender Pay Gap Reporting and what should be included?

Gender pay gap reporting shows the differences in the average pay between men and women. It is not the same as 'Equal Pay'. The report should include:

- Mean Gender Pay Gap
- Median Gender Pay Gap
- Mean Bonus Gender Pay Gap
- Median Bonus Gender Pay Gap
- Proportion of Females receiving a Bonus Payment
- Proportion of Males receiving a Bonus Payment
- Proportion of Males and Females in each Quartile Pay Band

# Calculating the Mean and the Median

**Mean** – the difference between the mean hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees.

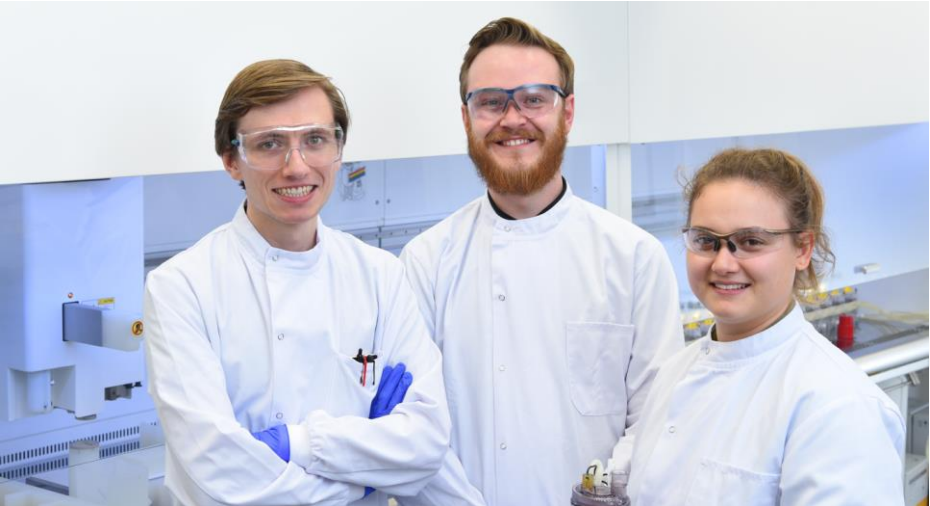
- add up all the hourly rates of pay for all male employees, divide the total by the number of male employees (A in the equation)
- add up all the hourly rates of pay for all the female employees, divide the total by the number of female employees (B in the equation)
- Equation calculated as a %:  $\frac{(A-B)}{A} \times 100$

**Median** – the difference between the median hourly rate of pay of male full pay relevant employees and that of female full pay relevant employees

- list the hourly rates of pay for all male employees, smallest to largest and find the midpoint (A in the equation)
- list the hourly rates of pay for all the female employees, smallest to largest and find the midpoint (B in the equation)
- Equation calculated as a %:  $\frac{(A-B)}{A} \times 100$

# Gender Pay Gap Report – The Automation Partnership (Cambridge) Ltd.

The Automation Partnership (Cambridge) Limited (TAP) is based near Cambridge UK. We specialize in the design and manufacture of automated cell culture and fermentation systems for the biopharma, regenerative medicine and industrial biotechnology sectors. With this, we are part of the solution in the fight against diseases such as cancer or dementia.

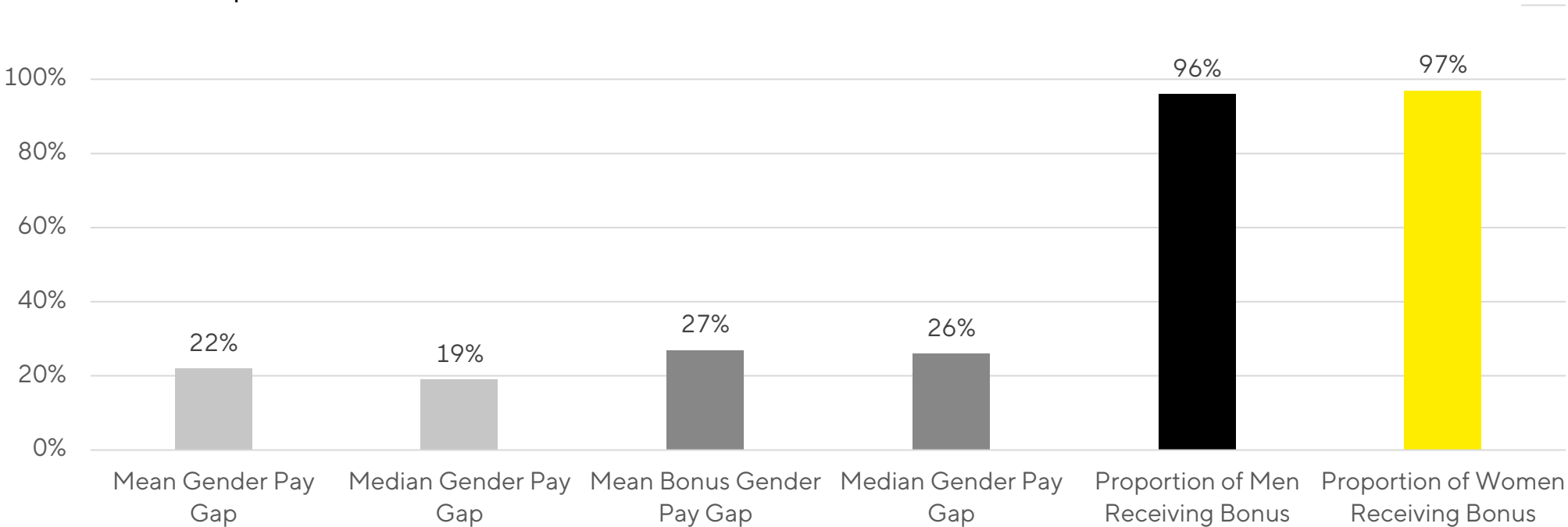


TAP is committed to building a diverse and inclusive workforce, the success of our business is through its people. We want to create an environment where all staff have the opportunity to develop and thrive in their careers.



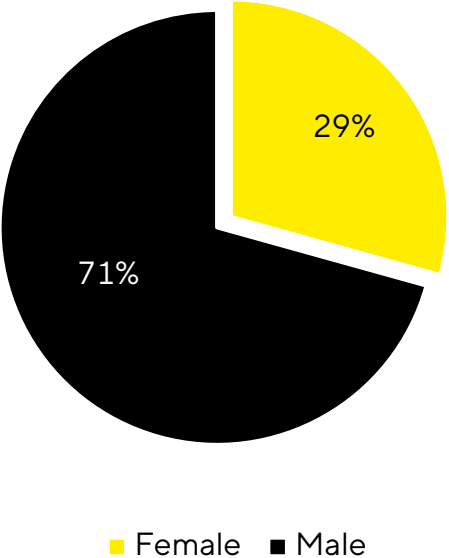
# Gender Pay Gap Data Overview

Our median pay gap as at the snap shot date is 19%, this is higher than the average UK recorded on the ONS, currently 14.9% for all employees. Our gender pay gap continues to be driven by under representation of females within the business, with males representing 71% of our workforce. Pay ranges differ by function as well as by job level, with technical skills and roles demanding higher rates than, for example administrative or lower skilled roles.

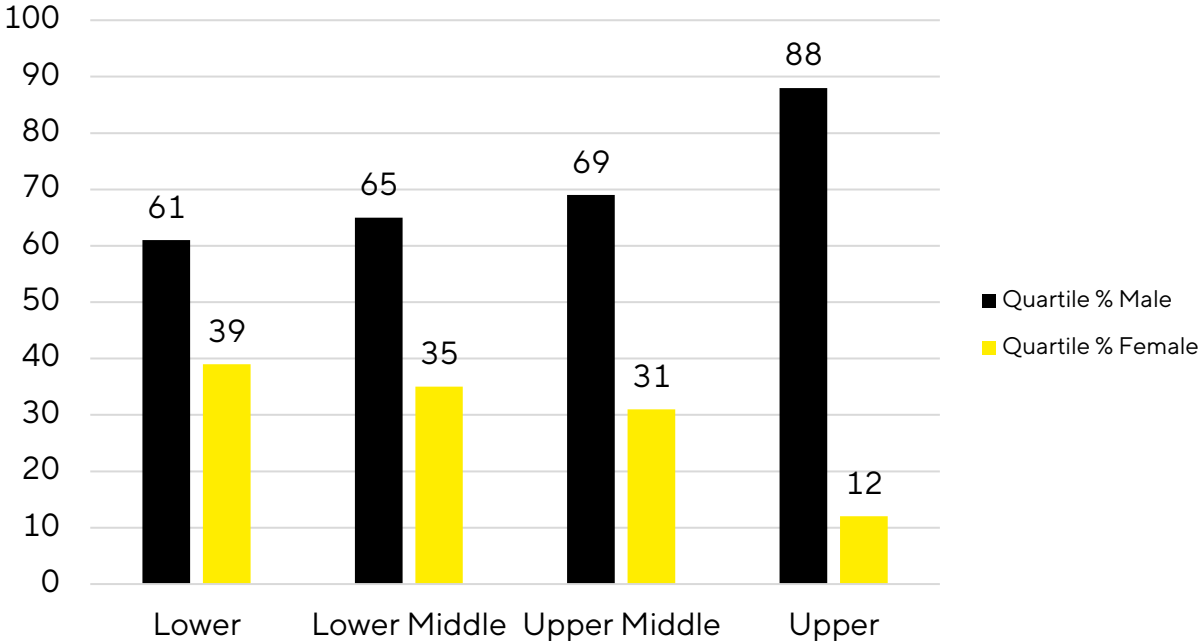


# Gender Pay Gap Data Overview\*

Headcount Split Male/Female



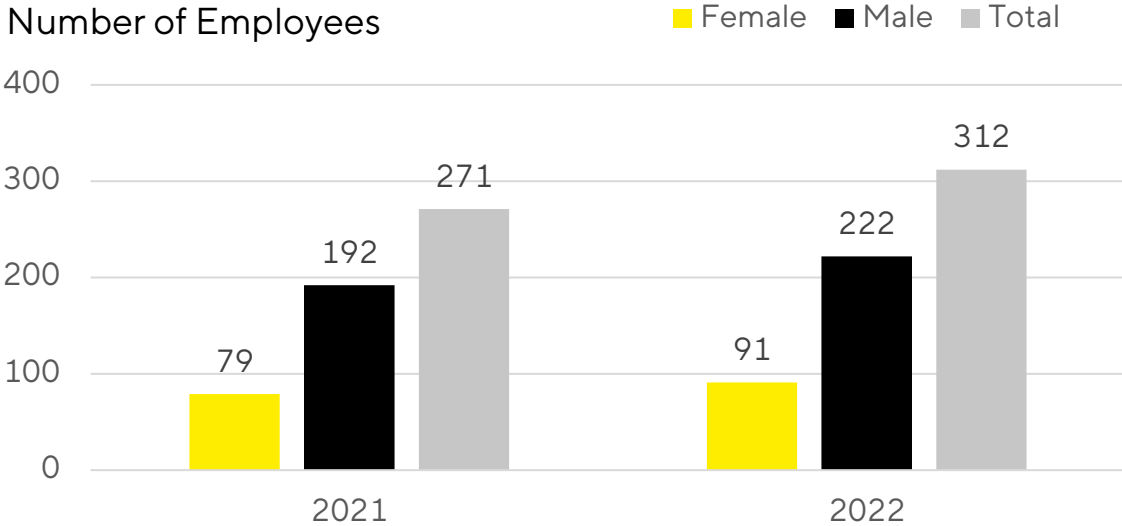
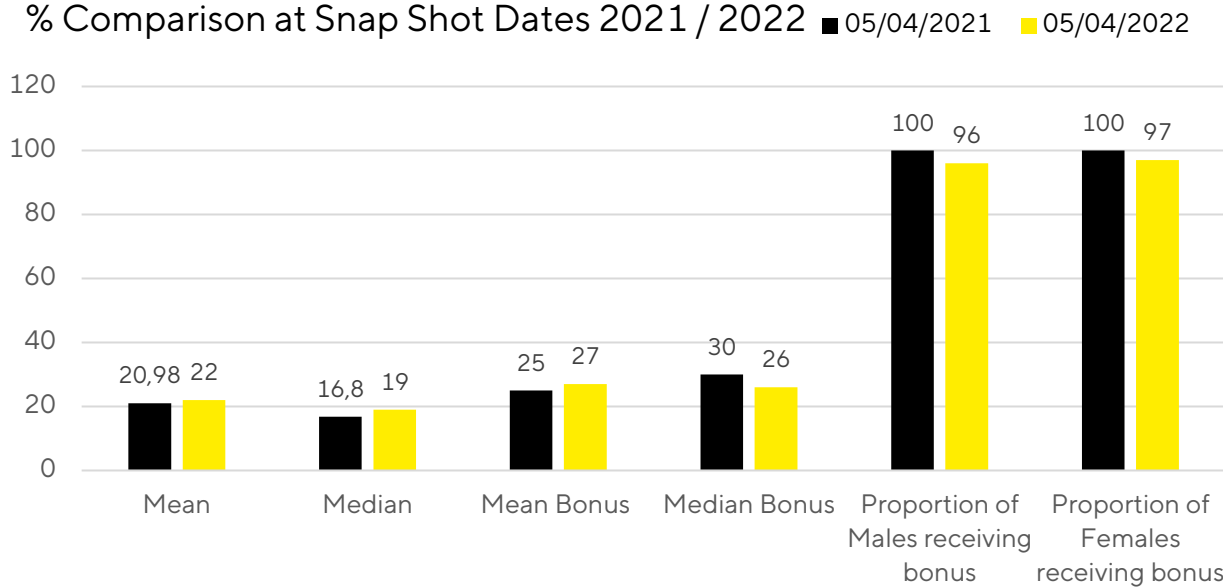
% Male/Female Quartile Bands



\* Total employees as at snap shot period - 307

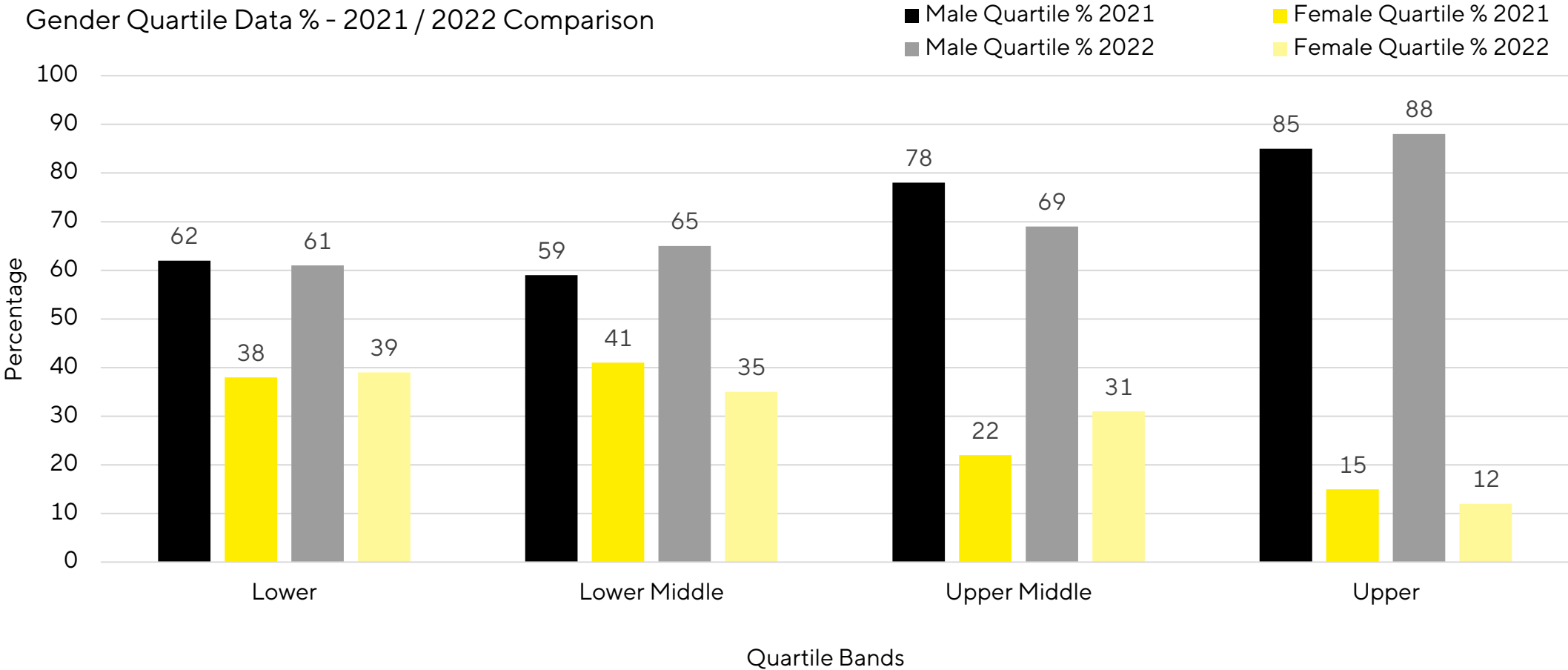
# Gender Pay Gap Report Comparison

Number of employees increased by 13% overall, with a 9% increase in male employees and 4% increase in female employees. There is very little change overall, however, encouraging to see the gender pay gap closing ever so slightly on the Mean and Median Bonus.



# Gender Pay Gap Report Comparison

Gender Quartile Data % - 2021 / 2022 Comparison

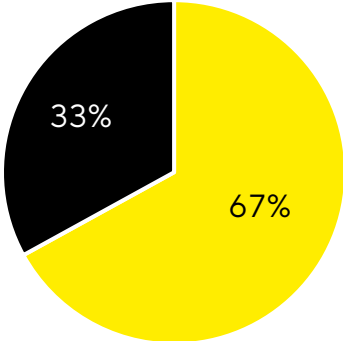


# Gender Pay Gap Report

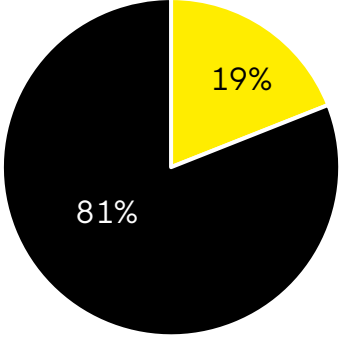
- Our gender pay gap reflects that there are a much lower number of females that occupy technical and scientific roles within the organisation, just 24% within the operational and engineering roles, and 19% within the product development and scientific roles. Also a lower percentage occupy management and senior management level roles. A large number of our manufacturing and production roles are held by males.
- We are encouraging women into STEM, we will continue to invest in apprenticeship and internship programmes. We actively support and encourage local schools by hosting events such as children challenging industry.
- We are continuously encouraging internal development and progression as we grow, and as opportunities arise within the global organisation. We are actively seeking to promote females into leadership positions.
- As the business continues to grow, and to remain competitive in the market we aim to continue to attract females to the company, offering attractive benefits and a flexible and open approach to work.
- We are committed to learning and training in diversity and inclusion, with senior management engagement, with a top down approach. Other initiatives launching both globally and nationally, providing opportunities within groups include; talent talks, discussions around growth potential and encouraging females internationally to progress within the business.

# Gender Split by Job Functions

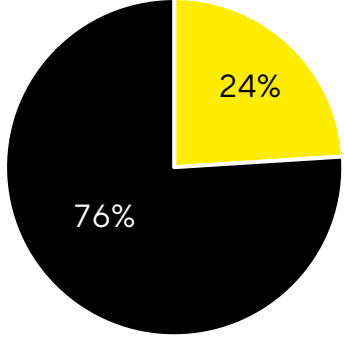
Support Functions incl. IT



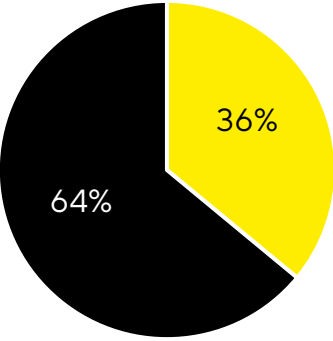
Product Development & Scientific



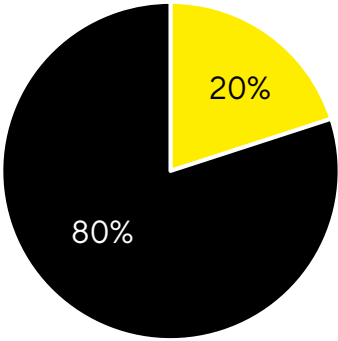
Operations & Engineering



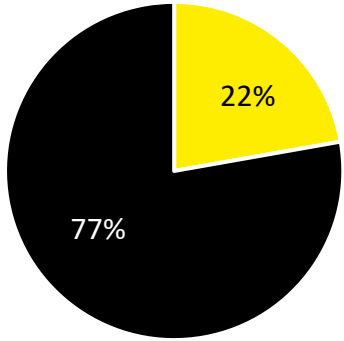
Sales & Services



Manager & Team Lead



Senior Management



■ Female ■ Male

# Our Commitment

Sartorius is committed to creating a safe and inclusive working environment that promotes positive attitudes, practical support and open conversations around mental health.

Our goal is to become a work place where employees are provided with an environment to thrive and are enabled to make healthy lifestyle choices to improve their wellbeing both inside and outside of work.

