

SARTORIUS

Simplifying Progress

Gender Pay Gap Report 2022/23

Sartorius Stedim Lab Ltd.

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

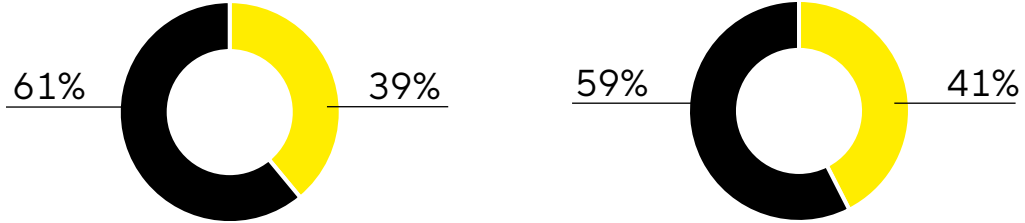


“At Sartorius, diversity is not about statistics. It’s about culture. We foster diversity because it ultimately teaches us to be more open. And we consider openness as a key prerequisite for success.”

Joachim Kreuzburg, CEO



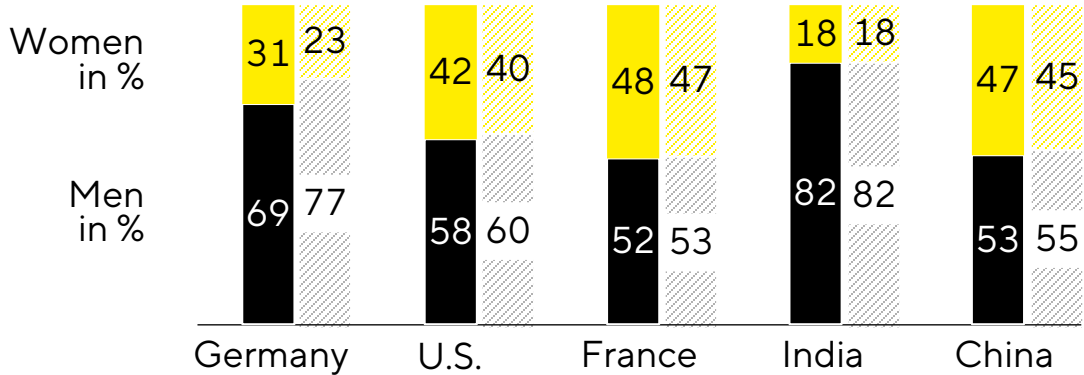
Committed to developing an inclusive culture that supports diversity



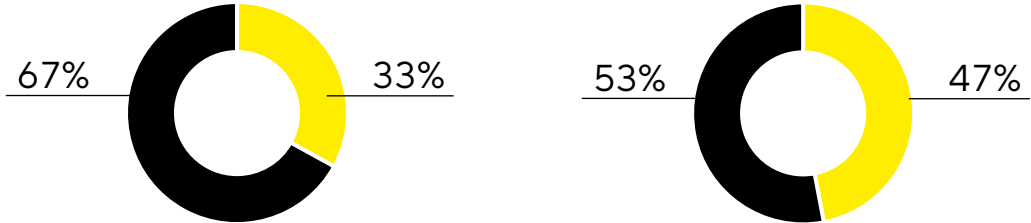
All staff

New hires

Women Men

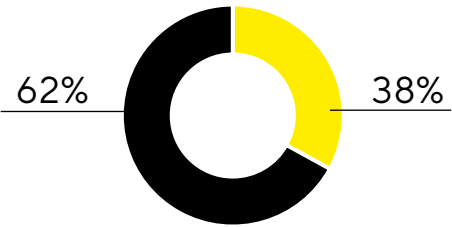


Employees Management positions



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 – Sartorius Stedim Lab Ltd

The Sartorius Stedim Lab Limited is based in Stonehouse, Gloucestershire UK.

We develop and manufacture innovative disposable devices for biopharma research, such as centrifugal separation, micro bio sampling, single use bioreactors and aseptic transfer and closure assemblies. With our technologies we are part of the solution in the fight against diseases such as cancer or dementia.

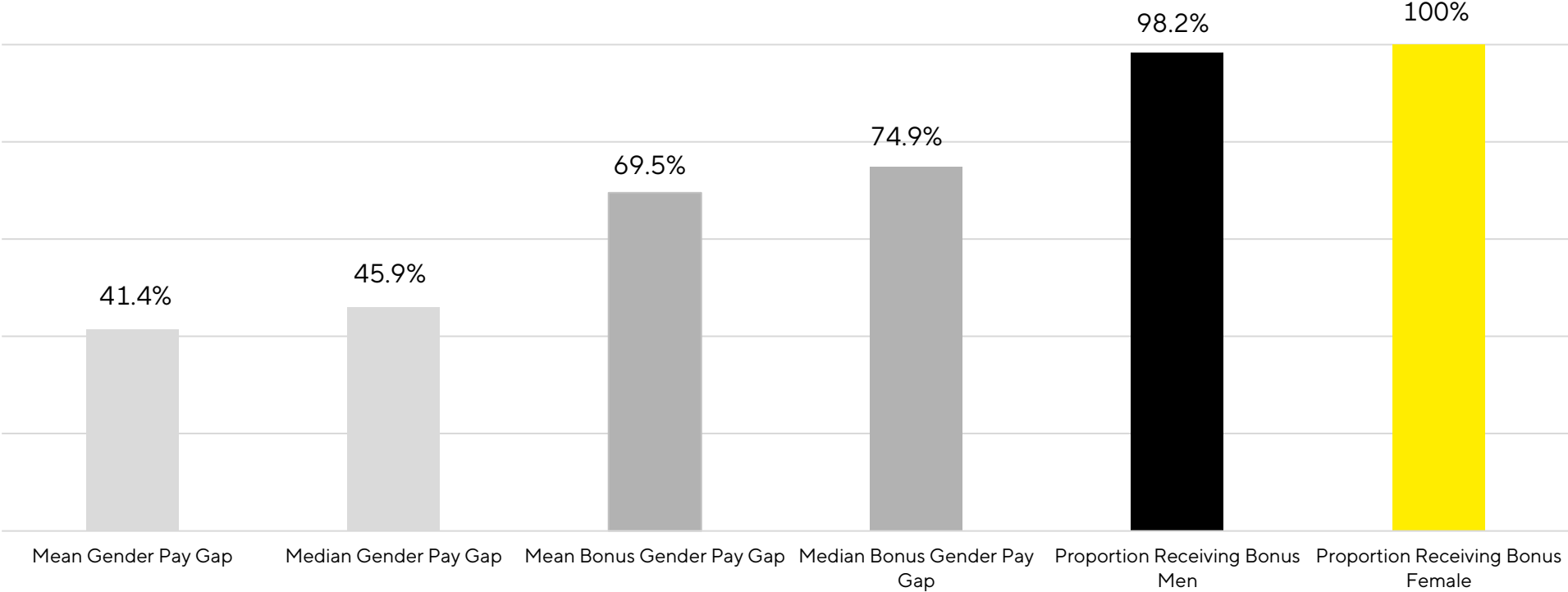
We are committed to building a diverse and inclusive workforce, the success of our business is through its people.

We want to create an environment where all staff have the opportunity to develop and thrive in their careers.



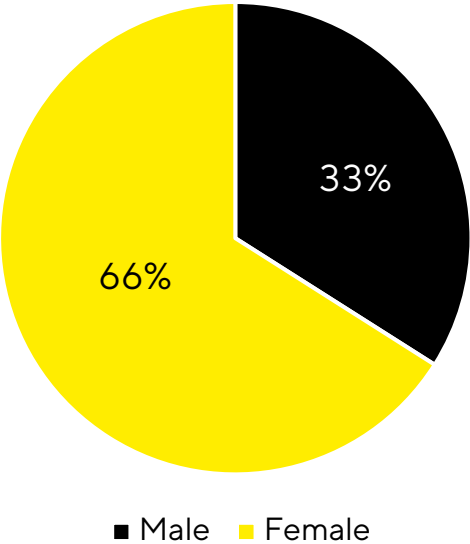
Gender Pay Gap Data Overview

Our median pay gap as at the snap shot date is 40.18%, 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 males in lower skilled roles with lower pay rates, and females in technical and managerial roles demanding higher rates.



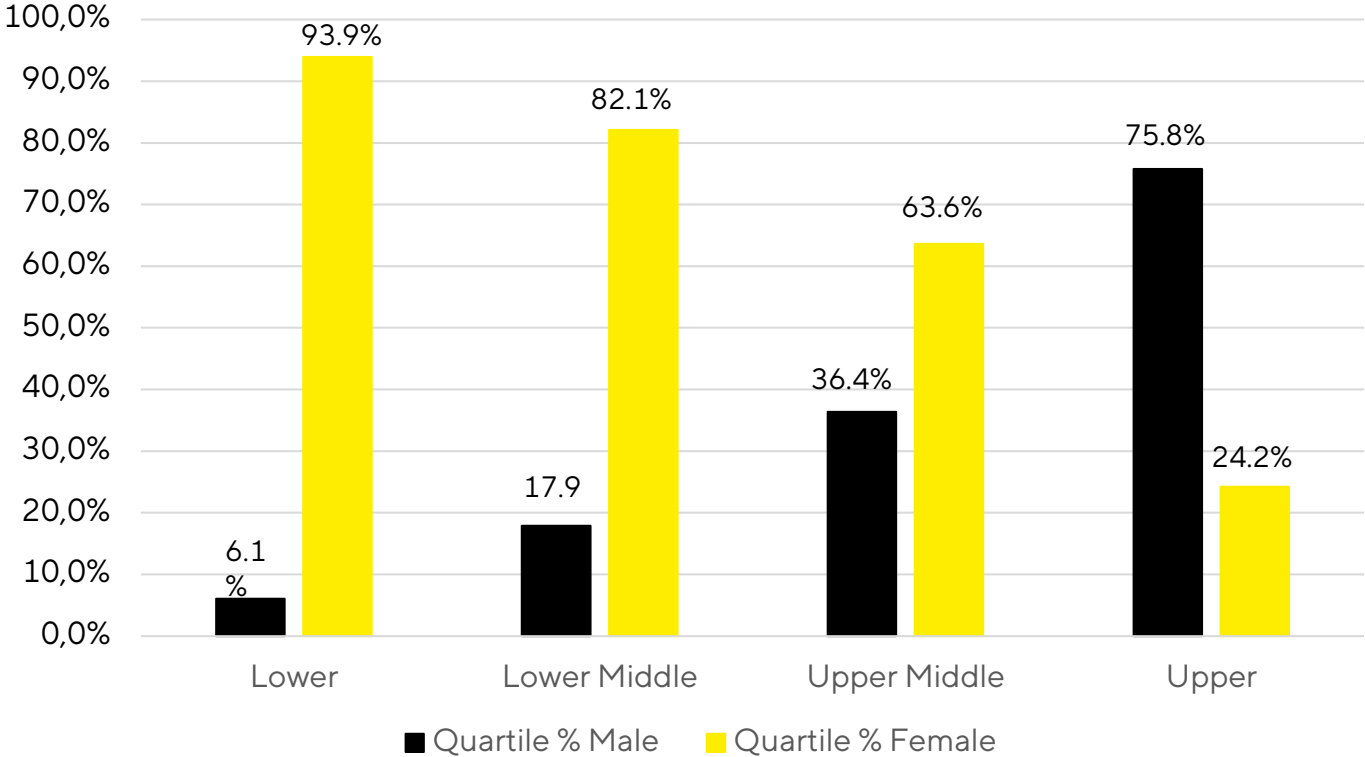
Gender Pay Gap Data Overview*

Headcount Split Male/Female



* Total employees as at snap shot period - 265

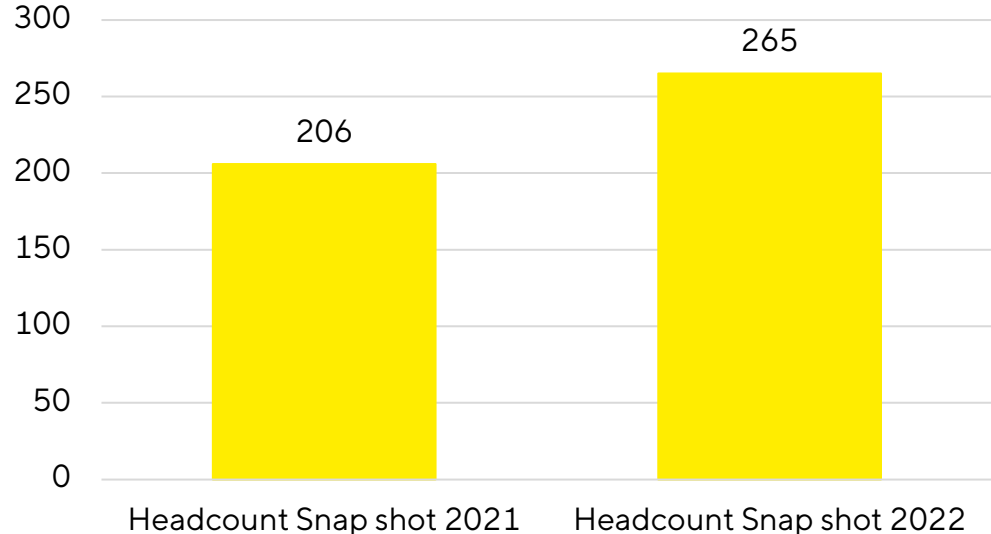
Male/Female Quartile Ratio



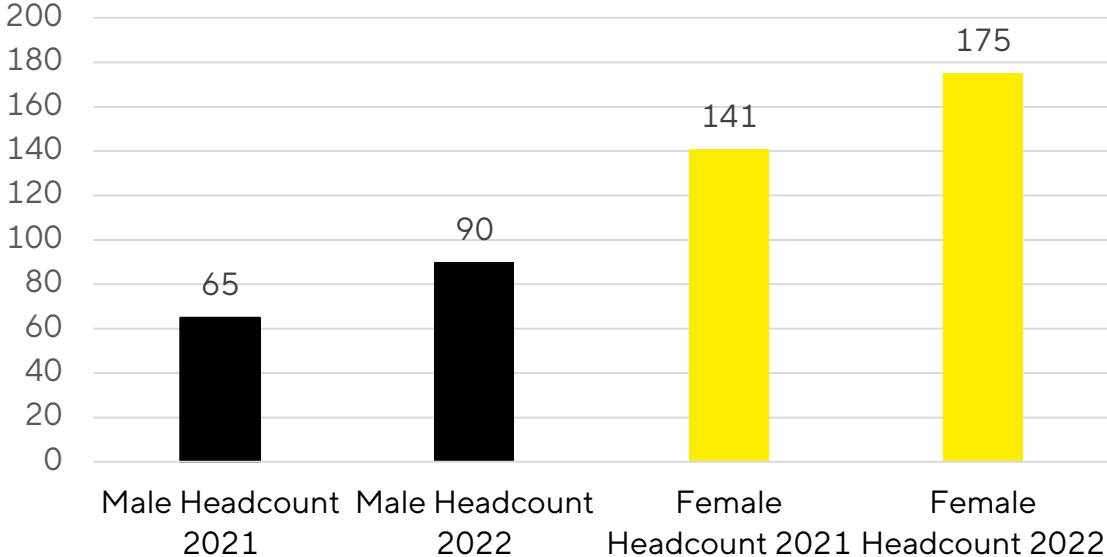
Gender Pay Gap Report Comparison

The number of employees increased by 28% overall in 2022 compared to 2021, with a 38% increase in male employees and a 24% increase in female employees.

Total Number of Employees - 2021/2022



Number of Male/Female Employees 2021/2022

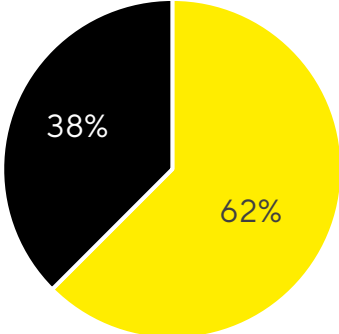


Gender Pay Gap Report

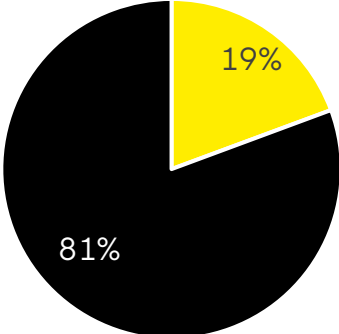
- Our gender pay gap reflects that there are a much lower number of females that occupy technical and scientific roles within the organisation, just 24% within the operational and engineering roles, and 19% within the product development and scientific roles. Also a lower percentage occupy management and senior management level roles. A large number of our production roles are held by females.
- We are encouraging women into STEM, we will continue to invest in apprenticeship and internship programmes. We actively support and encourage local schools by participating in events.
- 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 candidates 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

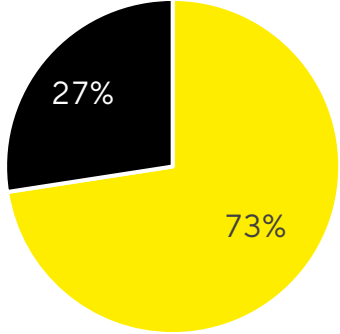
Support Functions



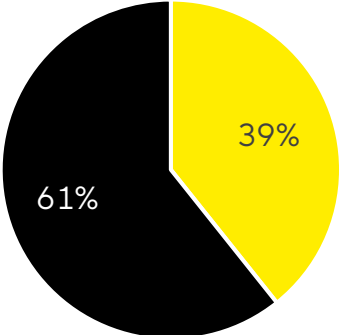
Product Development & Scientific



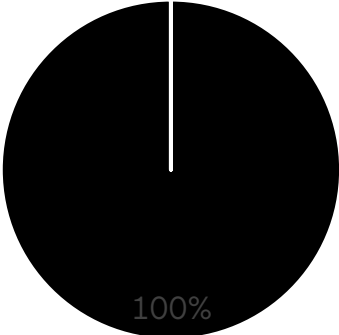
Operations & Engineering



Manager & Team Leader



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.

