

# Gender Pay Gap Statement

## Assessment of data analysis for the period to 5 April 2023 and submitted to Government Equalities Office January 2024

The Automation Partnership (Cambridge) Ltd (part of the Sartorius Group) are fully compliant with all relevant legislation and wholly committed in our duty to report our Gender Pay Gap findings for the year end 2023.

As outlined by the Government, the Gender Pay Gap is an analysis of the difference between the average (mean or median) earnings of men and women across a workforce.

From 2017, employers who have 250 or more employees on a snapshot date each year must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from the specific date each year. The directive is to include the snapshot date of 5th April 2023.

At The Automation Partnership (Cambridge) Ltd, 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. With continued growth, it is vital to our success that each and every individual is valued and that their contribution is recognised.

The above philosophy is summarised by the Sartorius Group CEO:

**'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

## Results Analysis

The Automation Partnership (Cambridge) Ltd, (part of the Sartorius Group) is based near Cambridge, in the UK. We specialize in the design and manufacture of automated cell culture and fermentation systems for the biopharma, regenerative medicine and industrial biotechnology sectors.

Our gender pay gap reflects that there are a much lower number of females that occupy technical and scientific roles within the organisation, just 23% within the operational and engineering roles, and 26% 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 actively support women in STEM and encourage local schools by participating in their local events.

With business growth and organisational changes, we continue to encourage development opportunities both domestically and internationally to enable females to progress into leadership positions.

As the business continues to grow, and in order to remain competitive in the market we aim to continue to attract females to the company. During 2023 we reviewed and enhanced our family friendly policies throughout our UK sites such that we continue to offer both competitive and attractive benefits together with 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.

Dominic Bushnell

Director

Jonathan Bullock

Director