

Gender Pay Gap Statement

Assessment of data analysis for the period to 4th April 2024 and submitted to Government Equalities Office March 2025

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 2024.

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 4th April 2024.

At The Automation Partnership, 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 in Royston near Cambridge, in the UK. We specialise in the design and manufacture of automated cell culture and fermentation systems for the biopharma, regenerative medicine and industrial biotechnology sectors.

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 employees have the opportunity to develop and thrive in their careers.

Our median pay gap as at the snapshot date is 11.42%, compared to the UK average of 9.3% in 2023, as recorded by the Office of National Statistics (ONS). This disparity is influenced by the gender composition of our workforce, where only 28% are female. Additionally, women are predominantly represented in the lower to upper middle quartiles, while the upper quartile comprises of 66% more males than females. We are committed to addressing these disparities and ensuring equal pay for equal work across all levels of our organisation.

We are encouraging women into STEM; we 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. Sartorius actively seeks 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.



Dominic Bushnell

Director



Jonathan Bullock

Director