

# SARTORIUS

Simplifying Progress

## Gender Pay Gap Report 2024

The Automation Partnership (Cambridge) Ltd  
(TAP)

# Global Partner of Life Science Research and the Biopharma Industry

## 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.

## 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

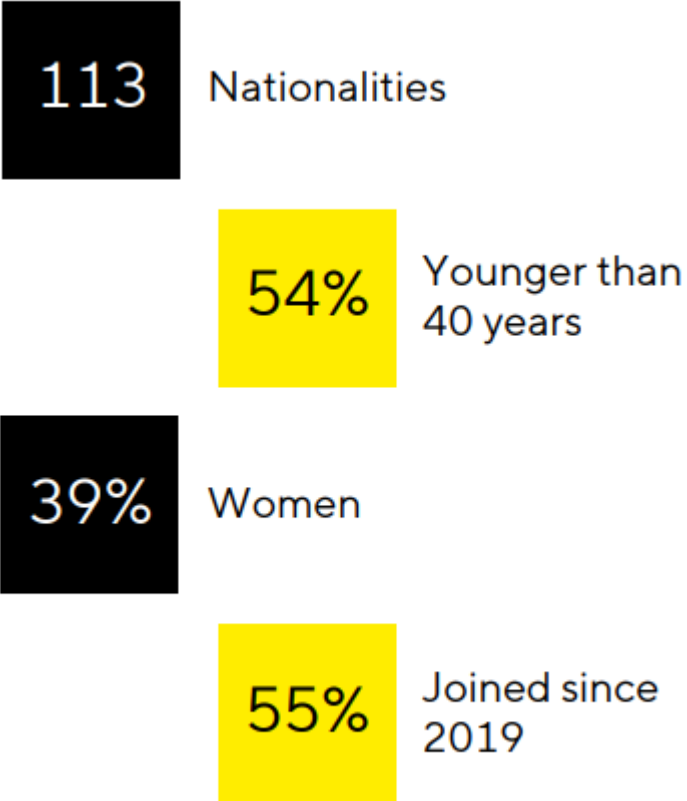
Driving change and progress internally and externally



### Enjoyment

Working in an energetic and rewarding environment





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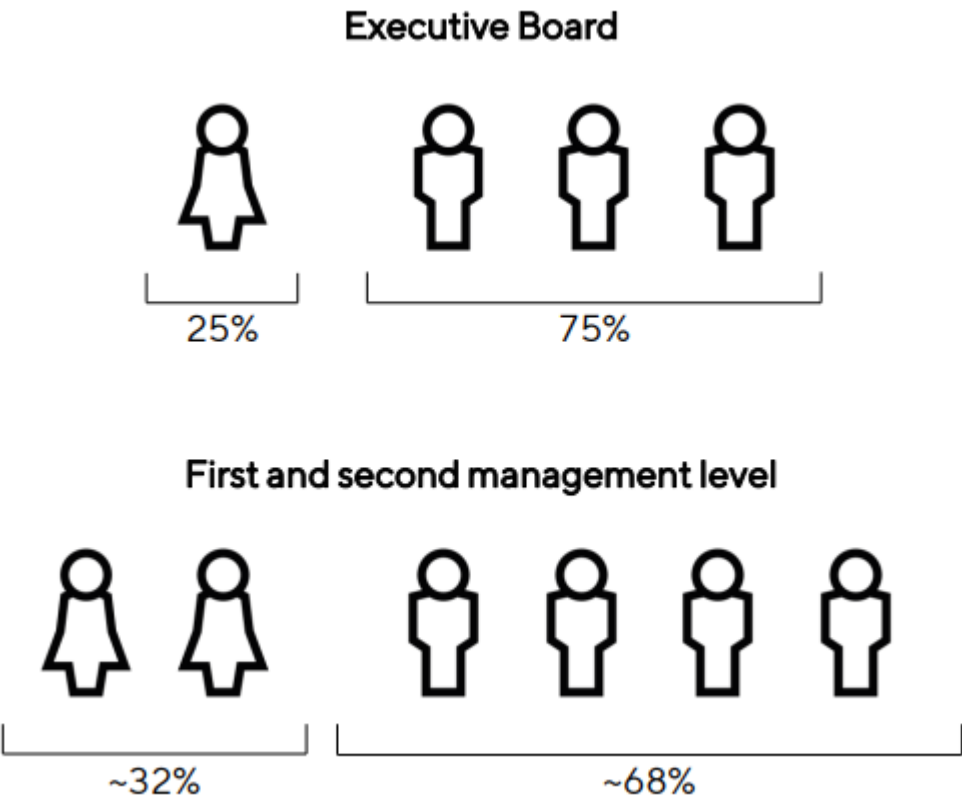
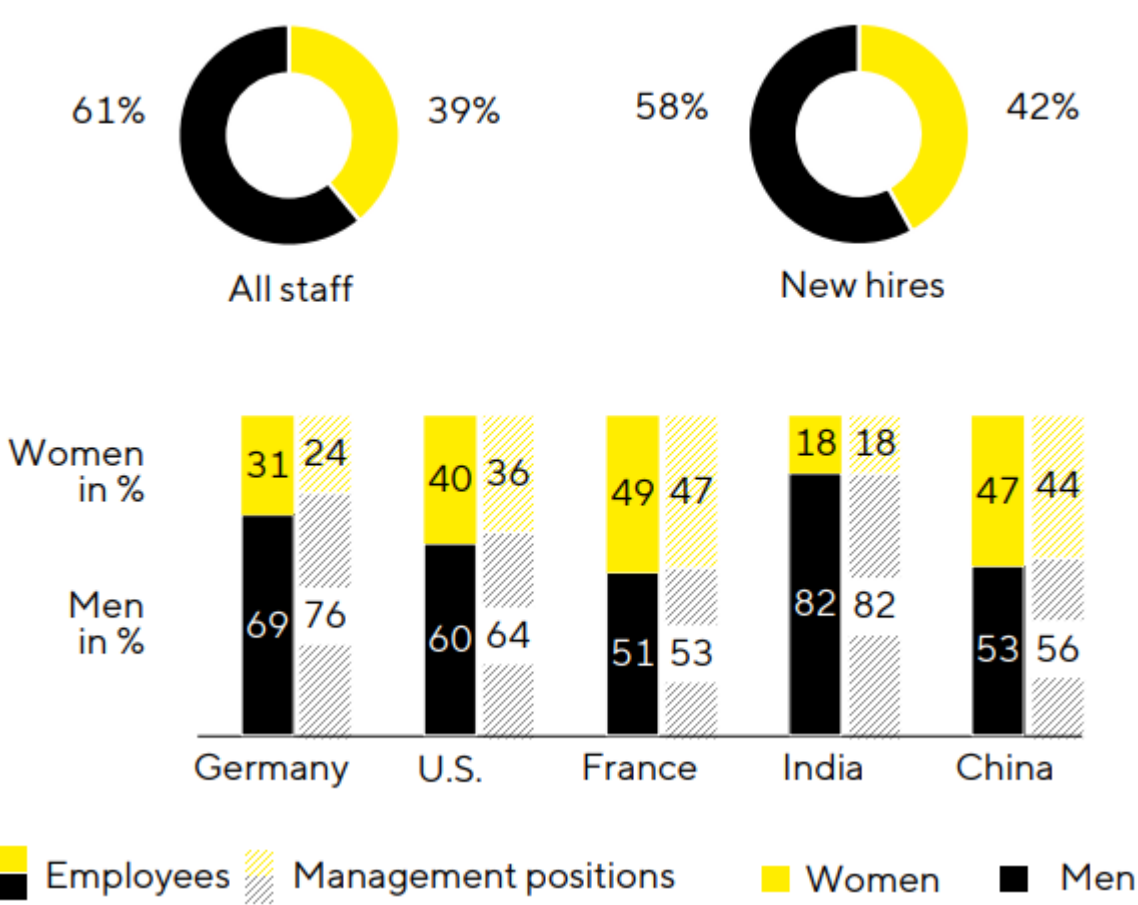
“At Sartorius, diversity is not about statistics. It’s about culture. We foster diversity because it ultimately teaches us to be more open. And we consider openness as a key prerequisite for success.”

Joachim Kreuzburg, CEO

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# Committed to developing an inclusive culture that supports diversity



# 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 The Automation Partnership (Cambridge) Ltd (TAP). 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 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 bio-pharma, 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.

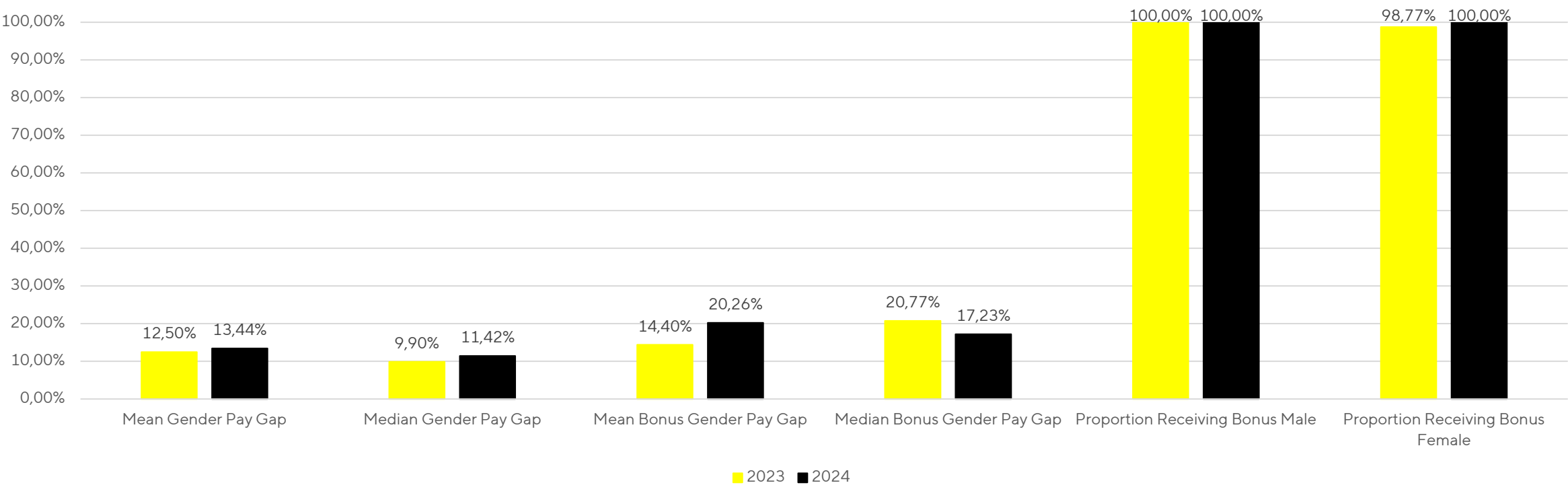
We want to create an environment where all staff have the opportunity to develop and thrive in their careers.





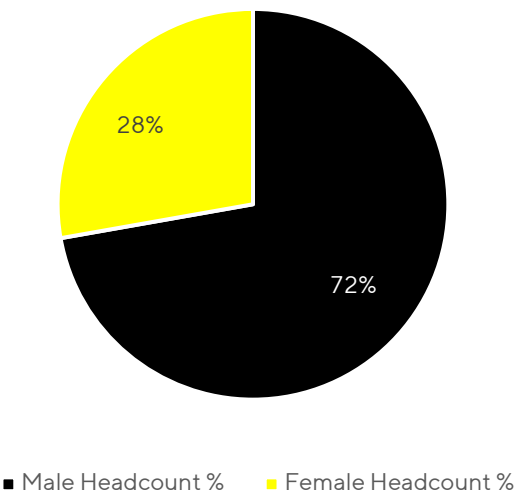
# Gender Pay Gap Data Overview

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.



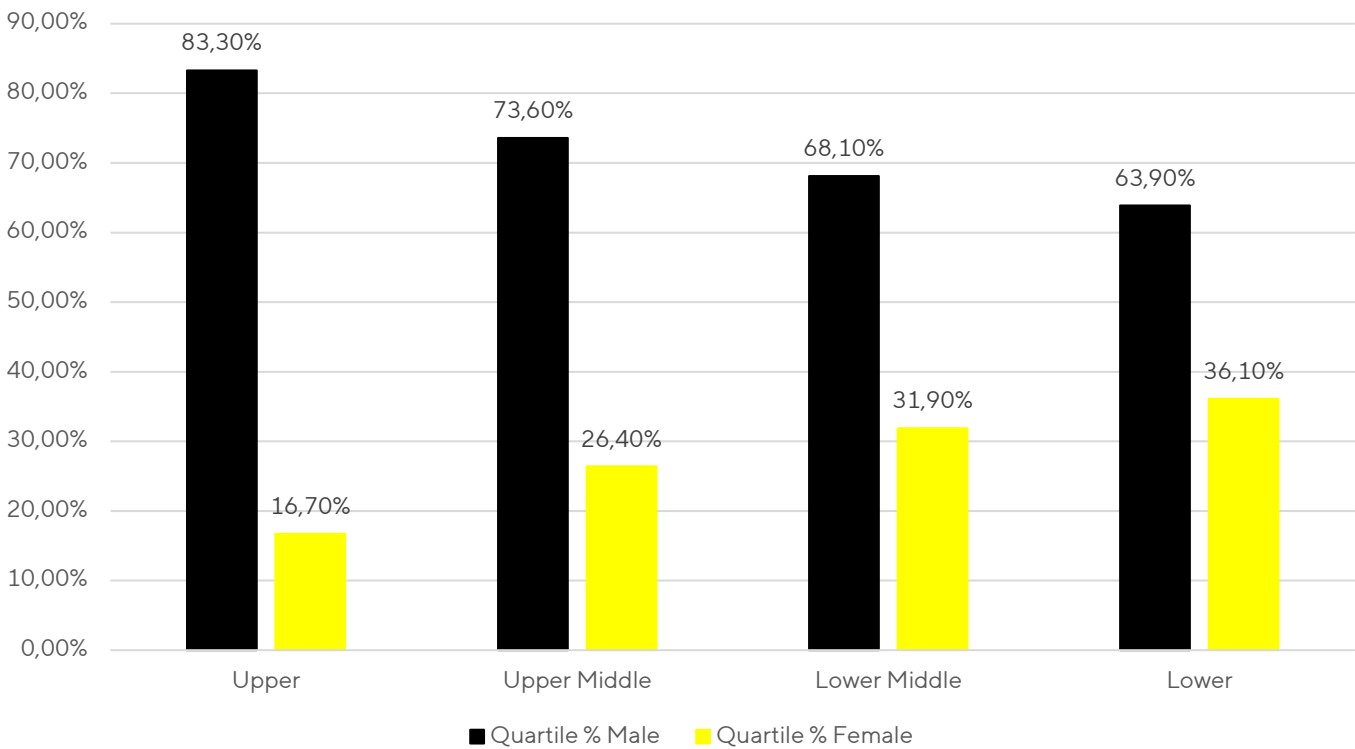
# Gender Pay Gap Data Overview\*

Headcount Split Male/Female



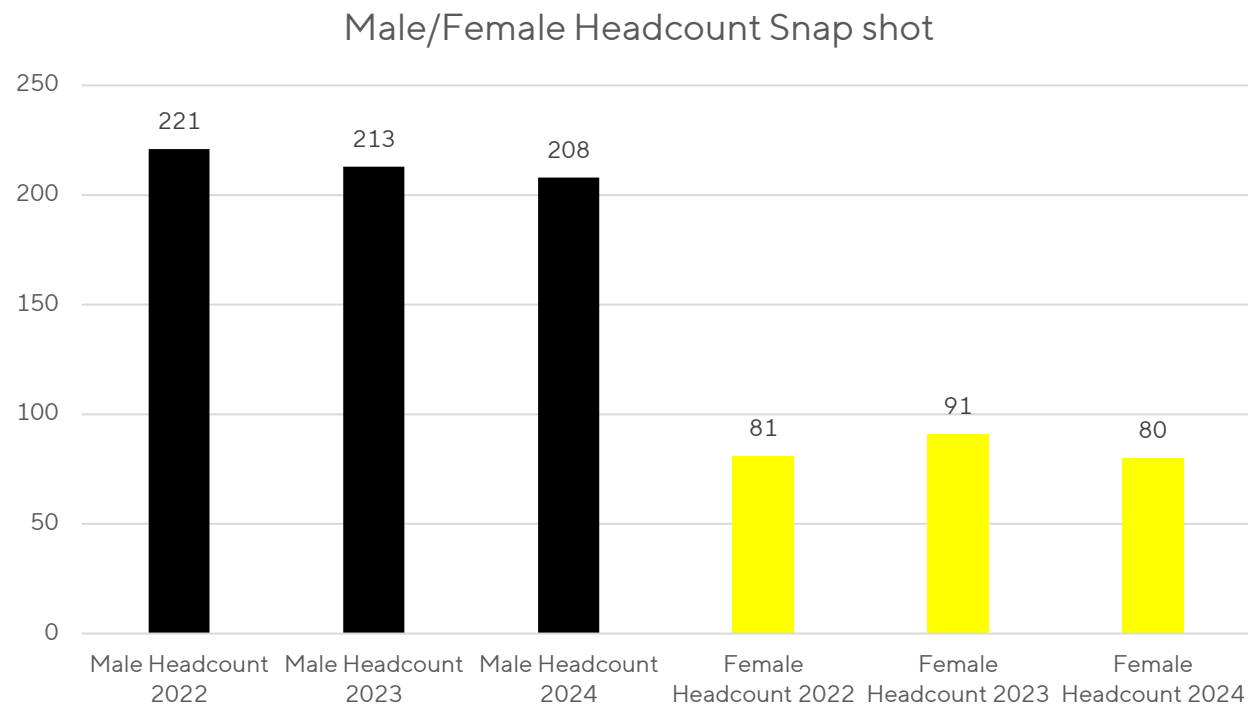
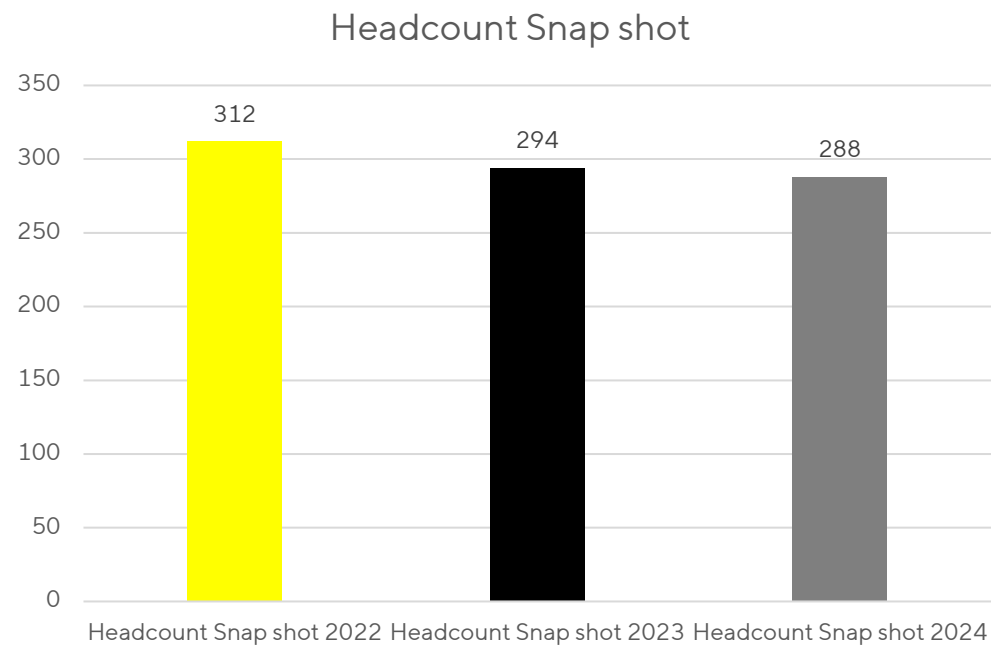
\* Total employees as at snapshot period -288

Male/Female Quartile Ratio



# Gender Pay Gap Report Comparison

The number of employees decreased by 2% overall in 2024 compared to 2023, with a 2% decrease in male employees and a 10.5% decrease in female employees.

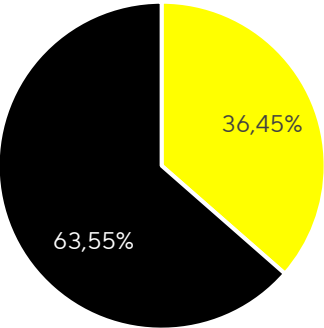


# Gender Pay Gap Report

- Our gender pay gap 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 66% more males than females. We are committed to addressing these disparities and ensuring equal pay for equal work across all levels of our organization.
- 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.

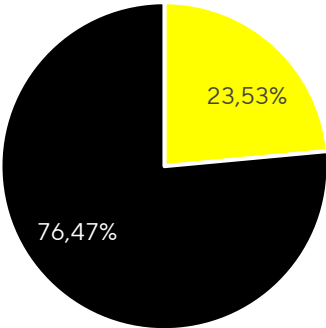
# Gender Split by Job Functions

Support Functions



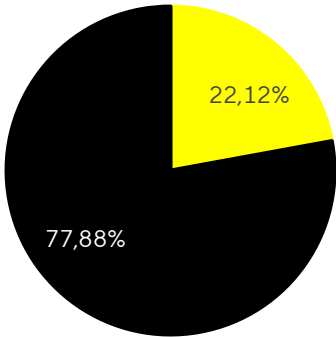
Female Male

Product Development



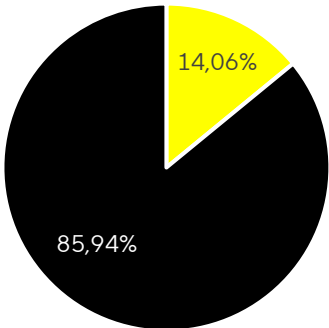
Female Male

Operations & Engineering



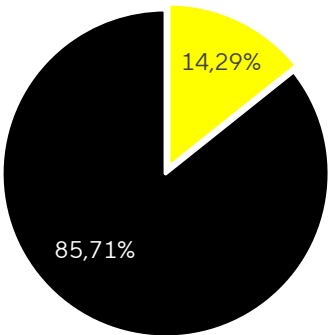
Female Male

Manager & Team Leaders



Female Male

Senior Management



Female Male

# Our Committment

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 workplace 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.

