

## 2021/22 Gender Pay Gap Report

At Source BioScience, we encourage an environment where everyone can thrive and be themselves. We support all our people to be their very best. All employees play a role in encouraging an inclusive culture.

As the Group has grown during the COVID-19 pandemic, this is the first year we have introduced gender pay gap reporting.

The COVID-19 pandemic has brought about both challenges and opportunities. We have learnt lessons about how flexibility works and we have all been supportive of our colleagues as they have had to balance work, personal and home life challenges. We have become a more inclusive and flexible workplace as a result.

We continue to drive equality and fairness across the Group.

The gender pay gap is different to equal pay. It is a measure of the difference between the average rates of pay for men and women. Equal pay is our legal obligation to give men and women equal pay for equal work.

Whilst this is our first year of gender pay gap reporting, we will review and enhance our approach to reporting in the future.

We recognise that a gender pay gap exists due to a lower representation of women in senior leadership roles. Currently, the executive Team comprises six men and four women. We support men and women equally to thrive in their careers.

### Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	71%	29%
Upper middle hourly pay quarter	42%	58%
Lower middle hourly pay quarter	33%	67%
Lower hourly pay quarter	45%	55%

The mean and median pay gap using bonus pay is summarised below:

### Mean and Median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	79%
Median gender pay gap using bonus pay	0%

The mean and gender pay gap is summarised below:

### Mean and Median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	40%
Median gender pay gap using hourly pay	28%

The Company paid a number of performance related bonuses during the year, as summarised below:

### Percentage of men and women who received bonus pay

	Men	Women
Percentage of men and women who received bonus pay	11.4%	6.7%

Signed on 29 March 2022 by:



**Tony Ratcliffe, Director**