

A woman with dark hair, wearing a white t-shirt and a silver necklace, is smiling and looking towards a man in a light blue shirt. They appear to be in a meeting or collaborative work environment. The background is bright and slightly blurred, suggesting an office setting.

Lonza

UK Gender Pay Gap

Report published 5 April 2021

13 April 2021

Lonza and the UK Gender Pay Gap Information Regulations



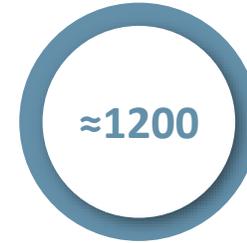
Our commitment and practice provide a solid foundation as we strive for gender pay parity



Our goal: gender pay parity



Three UK sites are included in this report: Cambridge, Manchester and Slough



In the last 12 months we have grown to over 1200 employees



Nearly half of our employees are women



We are committed to support the Gender Pay Gap Information Regulations introduced in 2017, under the Equality Act 2010, which require companies with 250 or more employees in the UK to publish their gender pay gap each year.

All of our mandatory gender pay gap figures have been analysed by the internal Lonza Total Rewards team.

Lonza strives for gender pay parity and transparency.

Lonza's pay philosophy and practice reward the individual's role, skillset, and performance, regardless of gender, gender reassignment, ethnicity, age or other such factors.

Lonza Biologics plc's population has grown in the past 12 months and today comprises over 1200 employees across our sites in Cambridge, Manchester and Slough. 49.8% of our employees are women.

Reporting the numbers

We are committed to support the Gender Pay Gap Information Regulations introduced in 2017

As per the UK Government requirements:

- The figures in this document are a “snap shot” taken on one single day - 5 April 2020
- The mandatory gender pay gap figures display the average (mean*) and median** gap between pay of women and men regardless of their job level and are therefore distinct from an equal pay for equal work analysis
- The figures have to be reported by pay quartiles (low / lower middle / upper middle / upper)

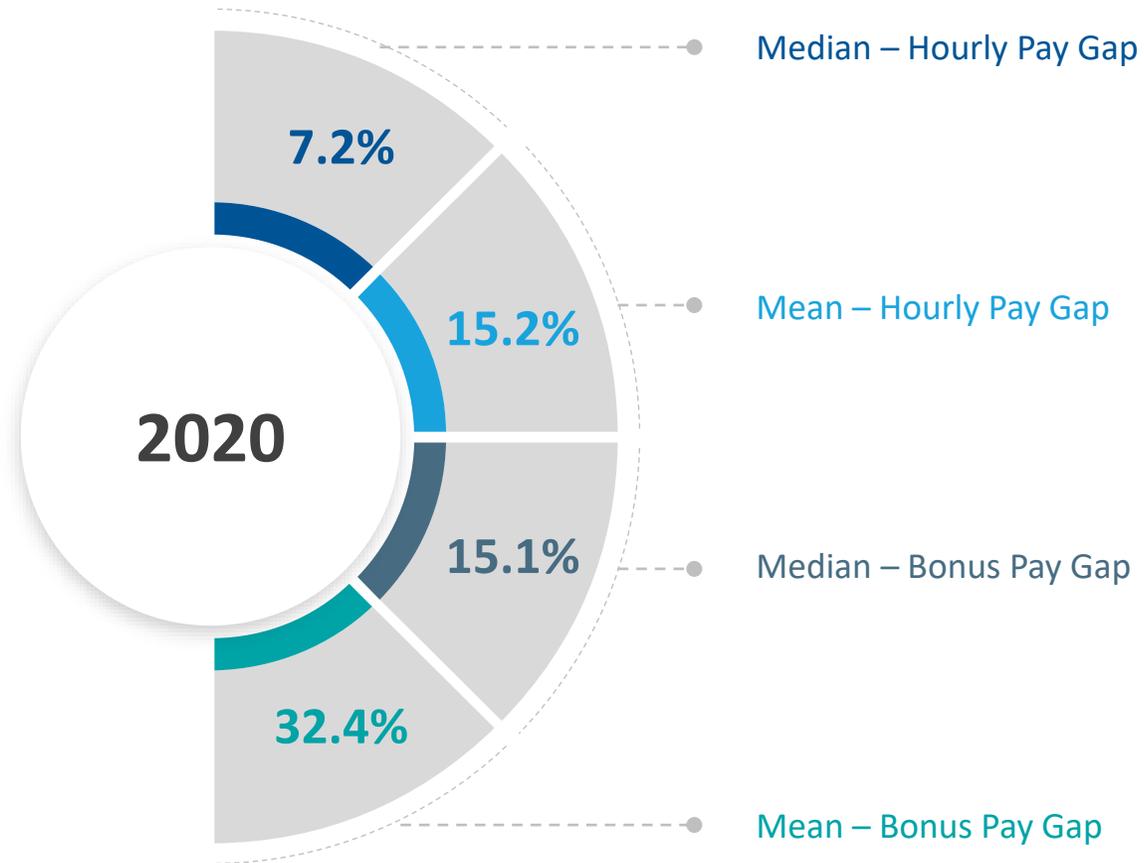


*The mean is the average of the numbers.

**The median is the "middle" of a sorted list of numbers. To find the median, place the numbers in value order and find the middle number.

UK Gender Pay Gap – Hourly Rate and Bonus

Report published 5 April 2020



Figures published 5 April 2020



1214

Total number of employees



613
Women



83%
received bonus pay in 2020



601
Men



83.4%
received bonus pay in 2020

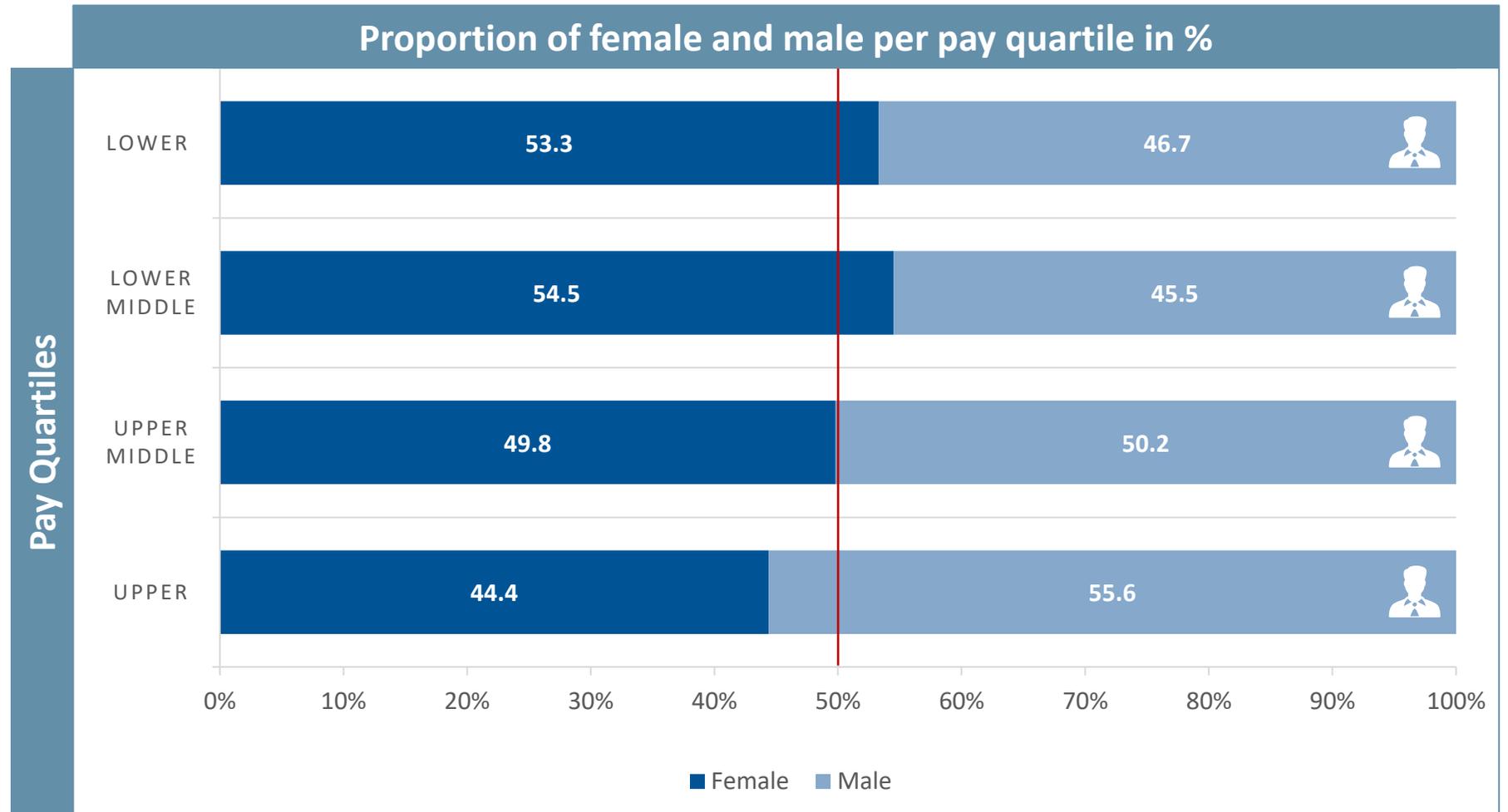
UK Gender Pay Gap – Pay Quartiles

Report published 5 April 2020



49.8%

of our employees across the three sites included in this report are women



UK Gender Pay Gap

What do the numbers tell us?



✓ The proportion of senior management relative to our total Lonza Biologics UK community is higher than what would be expected.

✓ Lonza Biologics in Slough hosts a variety of global senior management positions who work across different global parts of the organization, not directly supporting the UK operations

✓ In line with industry standards, senior management positions carry higher salaries and have higher bonus targets.

01

While we are an equal opportunity employer, there is currently a greater proportion of men in senior management roles. Our Talent Development Programs are designed to increase visibility and opportunities to grow into senior management roles.

02

When looking at the data by Lonza's internal pay bands, we can see that our ongoing initiatives around diversity and flexible working arrangements have had a positive effect on the balance of men and women in each of the pay bands.

03

If "Equal Pay for Equal Work" is compared on each of these pay bands, there is no difference between female and male employees' remuneration.

Lonza embraces diversity

As part of our recruitment process we ensure women know they are welcome



Diversity across the organization and at all levels ensures our work benefits from multiple approaches and perspectives.

Some of our initiatives from the last 12 months:



The proportion of senior management relative to our total Lonza Biologics UK community is higher than what would be expected.



As a result of the Global Pandemic, we have reviewed and further increased the ability for all employees to work flexibly. Through the use of core hours, adjustable start and finish times and remote working options available at all levels of the organisation.



We have reviewed and updated all our family leave related policies to give greater support and financial assistance through our maternity and shared parental leave policies.

Lonza embraces diversity

We want all employees to be able to grow and development in their careers

Lonza



Will Simmons

Diversity & Inclusion
Taskforce Lead

In the Diversity & Inclusion announcement, Lonza committed to promoting positive cultural change and improving awareness of hidden diversity. This initiative is testament to that and has been created by women for women to build relationships, gain confidence and to inspire others. RiseUp@Lonza shows action in employees coming together, developing a voice and sharing inclusivity with all of Lonza. The Leadership Team wishes them all the very best in this endeavor and looks forward to supporting this incredible movement!” Says Will Simmons, Diversity & Inclusion Taskforce Lead

Lonza embraces diversity

We want all employees to be able to grow and development in their careers



Yvette Stallwood

Head of Applied Protein Services & Site Head, Cambridge

I started at Lonza over twelve years ago as a scientist in the lab before transitioning into a group leader role, and then on to more senior leadership positions as Head of Department and Head of Cambridge Site. I have always felt fully supported in my roles and believe that Lonza recognises the potential and contribution of individuals based on merit and their achievements, irrespective of their gender.



Tracey Appleton

Group Leader Program Management, Slough

I have been working for Lonza for over 18 years now, I started as a Graduate Scientist in the Cell Culture Department. I have since moved into Proposals, Sales, Commercial Development and Program Management. Lonza recognises talent and provides incredible opportunities regardless of gender, if you are the right person for the job, you are the right person for the job. I have had the most amazing journey at Lonza, feel incredibly valued and I am always recognised for my achievements and after 18 years remain incredibly happy.



Bhroma Patel

Head of Bioanalytics, Slough

Twenty years ago I walked through the doors of Lonza fresh out of university and have not looked back. I started on the shop floor performing analytical testing and supporting our customers. I have always felt the environment at Lonza is very encouraging and inclusive, there have always been amazing opportunities for me to expand my scientific knowledge during the yearly days. I was very fortunate to have inspirational leaders who supported my career and encouraged me to push myself to achieve my career goals. I transitioned through to leadership roles within Analytical services where I was able to develop people management and leadership skills, this gave me the confidence to take the next step into higher management and I was the head of product stability, it was during this time that where I was exposed to another side of the business and yet another platform for me to learn and develop. I was asked to transition to Head of Bioanalytics and help strengthen and transform the team to improve on productivity. I have always been encouraged to strive and achieve my highest goals and have every confidence that this will continue.

UK Gender Pay Gap

Our commitment to Talent Development



Future Leaders



Emerging Talent



Top Talent

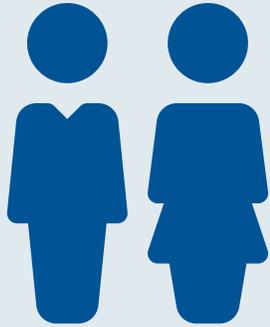


TOTAL TALENT DEV PROGRAMS



UK Gender Pay Gap

Our commitment for 2020



We are committed to create a workplace that attracts and develops women and men alike

In 2021 we are planning to:



Increase the number of people going through both our Leadership and Scientific Talent Development programs, giving greater support at earlier stages to those wish to progress into senior roles in the organization



Continue to increase our support of early career employees through our Apprenticeship, Placement Student and Graduate programs, increasing the opportunities for people to develop as they start out in their careers

UK Gender Pay Gap - Summary

As reported on the governance website



Summary

The following numbers are summarised as they are submitted to the UK Government on:

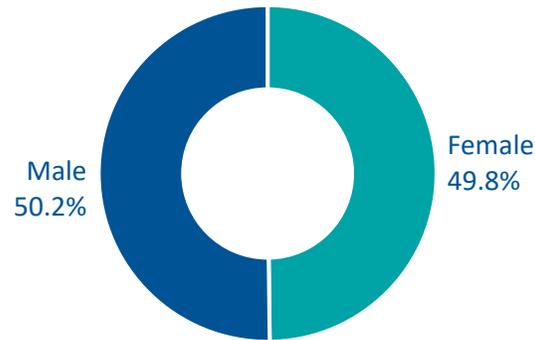
https://gender-pay-gap.service.gov.uk/?sm_au=iVVP4Z6frqN8Sn1Q

Women's hourly rate is	7.2% lower than male's hourly rate (median)	15.2% lower than male's hourly rate (mean)
Women's bonus pay is	15.1% lower than male's bonus pay (median)	32.4% lower than male's bonus pay (mean)
Who received bonus pay	83.4% of men	83% of women

Pay Quartiles



Upper



Upper Middle



Lower middle



Lower

Concluding Statement

We hereby confirm accuracy of our numbers and compliance in calculation with the mandatory figures required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Alexander Herget
Head of Site, Senior Director

Lonza Biologics Plc
228 Bath Road
Slough
SL1 4DX Berkshire