

**Ipsen UK** February 2020



## **Contents**

Introduction	3
Our progress	4
lpsen UK: Gender Pay Gap Data 2019	5
What is the gender pay gap?	6
Why does Ipsen UK have more than one gender pay gap dataset?	7
What were the results for the entire Ipsen UK organisation?	8
What were the results for Ipsen Biopharm Ltd?	10



Nicole Launay-Key, VP HR TechOps



#### Introduction

After great progress in 2018 to better gender pay balance, we are disappointed to see a slight step back in 2019. It was Ipsen's bold ambition to maintain a median pay gap of less than 2% by 2020 and we are pleased that our UK business overall has achieved this goal. However, because of changes in our mix of people with senior level changes, Ipsen Biopharm Ltd has moved further away from our target. We have made great progress in relation to bonus equality and there has been additional culture changes made to move towards a more inclusive and diverse workforce, complemented with new policies and training. However, we need to continue transforming our ways of working in some parts of our business to narrow the gender pay gap. This might be achieved by cross-fertilising talent across our local and global businesses even further. Building an inclusive and diverse workforce has been, and continues to be, a priority for Ipsen. As we say, to give patients a brighter future, we have to give our employees a great present.



Monika Gibson, VP Human Resources, Specialty Care UK & Ireland

### **Our progress**

In 2018, we set out to prioritise three key areas to deliver an industry-leading diversity and inclusion strategy throughout our business. Here is how we have progressed:

I

# Bonus consistency

All colleagues are now eligible to participate in a bonus scheme and we have harmonised the schemes across all UK sites.

2

# Paternity & parental leave support

In 2019, we launched a new paternity leave policy with enhanced paid leave and a fostering policy.

3

# Focus on unconscious bias training

Last year, unconscious bias training was rolled out across UK. After a successful pilot of the "leading inclusively" training, we will be offering the course to all managers in 2020.

We are also proud to say that the Ipsen Global talent acquisition policy has been updated to mirror the UK policy. Both now state that we "strive to deliver diverse slates with a ratio of 50% men and women." We are pleased to see a company wide commitment to accelerating development for future female leaders.



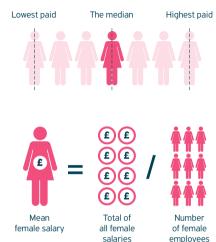
### What is the gender pay gap?

The gender pay gap is a measure of the difference between men's and women's average hourly earnings across the entirety of an organisation. This differs to an equal pay comparison which would evaluate men and women in the same employment, performing equal, similar or comparable work.

# What is calculated as part of the gender pay gap analysis?

The gender pay gap data looks at three key datasets:

- The total gap this is evaluated by looking at both the median and the mean.
- a. The median is the difference in pay between a female and male employee when you compare the woman and man who are exactly in the middle of the organisation when you order them from lowest to highest paid according to their hourly rate
- **b.** The mean is the difference between the average female and male employee salary across the business



**2.** These calculations have been done for both hourly pay and bonus pay.





3. The percentage of male and female colleagues in each pay quartile within the organisation. Colleagues are ranked in order of pay and this is then broken down into four bands, or quartiles. We must report on the gender split within each of these quartiles.



# Why does Ipsen UK have more than one gender pay gap dataset?

As in previous years, only the Ipsen Biopharm Ltd part of our UK Ipsen organisation meets the required threshold of 250 or more employees required to report gender pay gap. However, we are committed to creating an inclusive workforce in all three of our locations across the UK. As such, in the spirit of transparency, we have chosen to publish both the Ipsen Biopharm Ltd data and the data for the entire UK Ipsen business.

Our sites:

#### Ipsen Biopharm Ltd (Wrexham, Slough & Abingdon)\*

- 557 employees
- Within this part of the business we undertake research, development, manufacturing and distribution on a global scale, exporting to >85 territories worldwide

#### Ipsen Limited (Bath Road, Slough)\*

- 94 employees
- The commercial arm of our UK & Ireland affiliate of Ipsen

#### Ipsen Bioinnovation (Milton Park, Abingdon)\*

- 35 employees
- Our cutting-edge R&D centre, specialising in neurotoxin innovation



<sup>\*</sup>Full pay employee figures as of April 2019 (snapshot date)

# What were the results for the entire Ipsen UK organisation?

We are pleased that in 2019, the Ipsen data for our entire UK organisation sits within our bold ambition of achieving a median gap to +/-2%.

We were disappointed though to see an increase in the mean gender pay gap, and although we still fall under the national average, we are working hard to address the factors that played into this increase.

We made a commitment at the end of 2018 to ensure consistency in bonus schemes and employee eligibility across all Ipsen UK sites. As a result we are pleased to be able to report that over 90% of both male and female employees received a bonus in 2019.

	2018		2019	
	Median	Mean	Median	Mean
Gender pay gap	-2.7%	5.7%	1.5%	14.8%
Gender bonus pay gap	-22.2%	13.7%	-13.1%	33.0%







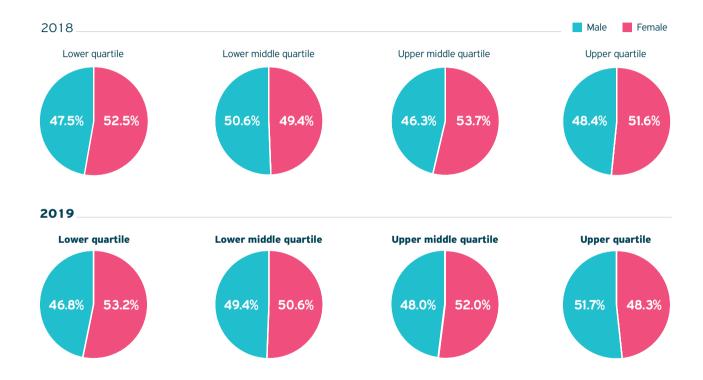


% Females receiving a bonus 92.1%

686 employees were referenced for this data

Please refer to page 6 for explanations of terms used

### Gender pay gap quartiles for the entire Ipsen UK organisation



<sup>\*</sup>GPG data is calculated on basic pay, pay for leave, shift premium pay and allowances including but not limited to location, vehicle and additional duties.

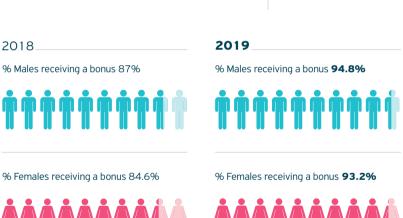
# What were the results for Ipsen Biopharm Ltd?

The Ipsen Biopharm Ltd data shows an unfortunate increase in both mean and median gender pay gaps.

Our analysis leads us to believe that deterioration of the results is mainly caused from the expansion of global functions between April 2018 and 2019, in which females were under represented. We want to ensure that this does not become a pattern and we will be working hard towards delivering gender parity over the next reporting period.

We are pleased to see a welcome trend appearing, with an increase in both men and women being recognised through our bonus schemes.

20	2018		2019	
Median	Mean	Median	Mean	
2.7%	7.4%	5.4%	17.7%	
-58%	10.7%	-7.6%	34.2%	
	Median 2.7%	Median Mean 2.7% 7.4%	Median Mean Median   2.7% 7.4% 5.4%	



557 employees were referenced for this data

Please refer to page 6 for explanations of terms used

## Gender pay gap quartiles for Ipsen Biopharm Ltd



<sup>\*</sup>GPG data is calculated on basic pay, pay for leave, shift premium pay and allowances including but not limited to location, vehicle and additional duties.

Please note, all images used are for illustrative purposes. These may not be representative of the overlaid quote.

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