

A photograph of two women in an office environment. The woman on the left has short, light-colored hair and is wearing glasses and a patterned top. The woman on the right has dark hair, is wearing glasses and a dark green top, and has her hand near her chin. In the background, a man is partially visible, looking at a document. The overall atmosphere is professional and collaborative.

GENDER PAY GAP REPORT 2018

Ipsen UK
March 2019

 **IPSEN**
Innovation for patient care

Contents

Our progress	5
Ipsen UK: Gender Pay Gap Data 2018	6
Why does Ipsen UK have more than one Gender Pay Gap dataset?	8
Passion for our people	10
Our 2018 data	11
What were the results for the entire Ipsen UK Organisation?	12
What were the results for Ipsen Biopharm Ltd?	14

“Our vision is to harness the power of our employees to have a responsible and sustainable impact on patients, society and the environment.”

Nicole Launay-Key,
VP HR TechOps



Introduction

At Ipsen, we are continuing to grow and significantly invest in the UK organisation. In 2018 our workforce exceeded 700 across three major UK sites spanning Research & Development, Manufacturing & Distribution and Specialty Care.

As an organisation we speak openly about the importance of our UK presence as one of three Global Hubs alongside Paris, France and Boston, US. This reflects the strength of the UK healthcare and technology environment to advance science and pioneer quality medicines for patients worldwide.

It has been a priority at Ipsen to ensure we are taking the right actions for our colleagues, to enable them to deliver on our bold ambition for patients. Diversity and inclusion is at the heart of this and we are committed to making strides in this area including advancing our maternity/paternity packages and examining unconscious bias, among other topics. We are proud to see continued progress in Ipsen's gender pay gap data in the UK, and by seeing this evolve year on year, we have identified other priorities where we can take action to improve how we support men and women in their careers at Ipsen.



Monika Pocinkova,
VP Human Resources Specialty Care & UK/Ireland

We continue with our vision to maintain a median pay gap of +/-2% by 2020

“Inclusion & Diversity sits firmly as a priority for each and every part of our Global organisation at Ipsen. Of course gender diversity is one element of this and we are pleased to see progress continues to be made in this area, as seen by our 2018 gender pay gap figures for the UK teams. We will continue to set bold ambitions, including maintaining a median pay gap of +/-2% by 2020, as we know that a diverse workforce and an inclusive culture are critical ingredients to deliver a working environment that will enable us to do more for patients.”



Regis Mulet,
Executive Vice President,
Chief Human Resources officer

Ipsen UK organisation: a snapshot of our 2018 data

Median gender pay gap **-2.7%**

% Males receiving a bonus **87.3%** (vs 71.5% in 2017)



% Females receiving a bonus **82%** (vs 62.4% in 2017)



Please turn to page 12 for our full data

Our progress

We are pleased to have made progress in key areas, creating a culture built on diversity and inclusion. Highlights from 2018 include:

- Review of hiring processes and procedures
- Unconscious bias training programme commenced globally
- Salary history removed from recruitment process to remove any introduction of bias in gender pay
- Sponsor of Women in Leadership Event, Dublin 2018 – x15 Ipsen attendees (male & female) across R&D, M&D, Specialty Care
- Improved balance of male/female at global leadership programmes

In addition to continuing our work in the areas above, we will be prioritising the following three areas as we strive to deliver an industry-leading diversity & inclusion strategy throughout our business:

1

Bonus Consistency

- Ensure consistency in bonus schemes and employee eligibility across all Ipsen UK sites
- All colleagues are eligible to participate in bonus programmes

2


Paternity & Parental leave support

- Review and update to paternity leave policy
- Provide greater support for colleagues taking parental leave and guidance for their managers

3

Continued focus on unconscious bias

- Global Leadership Team completed training in January 2019
- Training to be rolled out to all Ipsen managers as we continue to size our organisation fit for the future

A group of people in a meeting room. A woman with blonde hair and glasses is pointing at a sticky note on a wall. Other people are looking at the notes. The room has large windows and potted plants.

**IPSEN UK:
GENDER PAY
GAP DATA 2018**

What is the gender pay gap?

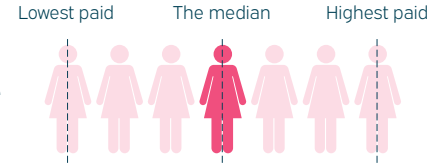
The gender pay gap is a measure of the difference between men's and women's average hourly earnings across the entirety of an organisation. This differs to an equal pay comparison which would evaluate men and women in the same employment, performing equal, similar or comparable work.

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

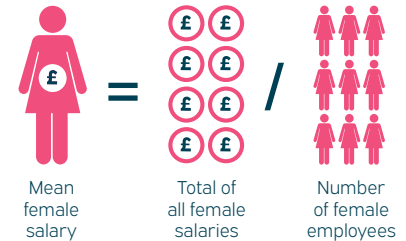
The gender pay gap data looks at three key datasets:

1. 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



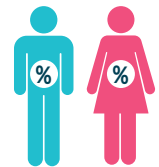
b. The mean is the difference between the average female and male employee salary across the business



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?

Employees within the UK business sit across three distinct organisations:

Ipsen Biopharm Ltd (Wrexham)*

- 526 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)*

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

Ipsen Bioinnovation (Milton Park, Abingdon)*

- 24 employees
- Critical arm of Ipsen's world-leading neurotoxin research


*full pay employee figures as of April 2018



We are in a period of accelerated growth and as we continue to transform we grow our capabilities and skills. As a result Ipsen has evolved into these three separate entities in the UK - reflecting the stages of our expansion and growth. We have seen further expansion since these figures in April 2017 with our workforce in the UK increasing from 565 to 641 as of April 2018.

Based on this structure, only the Ipsen Biopharm Ltd part of our UK Ipsen organisation meets the required threshold of 250 or more employees as at 5 April 2018.

However to be fully transparent on the data within every part of our UK business, we have chosen to publish both the Ipsen Biopharm Ltd data and the data for the entire UK Ipsen business.



“OUR TEAMS TAKE HUGE PRIDE IN THEIR WORK AS WE KNOW THAT THERE IS A PATIENT WHO HAS BEEN PRESCRIBED A MEDICINE. THAT’S SOMETHING THAT IS FELT BY EVERY PERSON WHO COMES TO WORK HERE.”

Nick Davis,
VP Manufacturing and Head of Site, Wrexham



Passion for our people

“It is exciting to be part of the team advancing our understanding of neurotoxins and where they could improve the management of a condition. It is only through the talented people that we have across the Ipsen organisation that we can continue to push the boundaries of scientific knowledge and set bold ambitions for where we hope to help patients in future.”

John Chaddock,
VP Neurology and Head of Site, Milton Park



“We have real potential to build on our UK & Ireland footprint over the coming years and Ipsen’s Global Hub in the UK is at the heart of this. Building on the impressive talent that exists in the UK, our aim is to drive extraordinary outcomes for patients, customers and colleagues. I am proud to be part of the team working towards this goal.”

Asad Ali,
General Manager Ipsen UK & Ireland and Head of Site, Bath Road



OUR 2018 DATA

What were the results for the entire Ipsen UK Organisation?

We are pleased that within Ipsen the data for our entire UK organisation sits well below the national average with a median gap of -2.7%.

We have taken clear action to improve the number of men and women receiving bonus within the organisation. In 2018 82% of women within the UK organisation received a bonus compared with 62% in 2017, and 87.3% of males now receiving a bonus, up from 71.5% in 2017. Through reviewing the trends in our data we have implemented bonus for all employees and therefore expect to see these figures rise further in the next year.

	2017		2018	
	Median	Mean	Median	Mean
Gender pay gap	2.9%	10.1%	-2.7%	5.7%
Gender Bonus pay gap	-5.1%	40.6%	-22.2%	13.7%

2017

% Males receiving a bonus 71.5%



% Females receiving a bonus 62.4%



2018

% Males receiving a bonus **87.3%**



% Females receiving a bonus **82%**

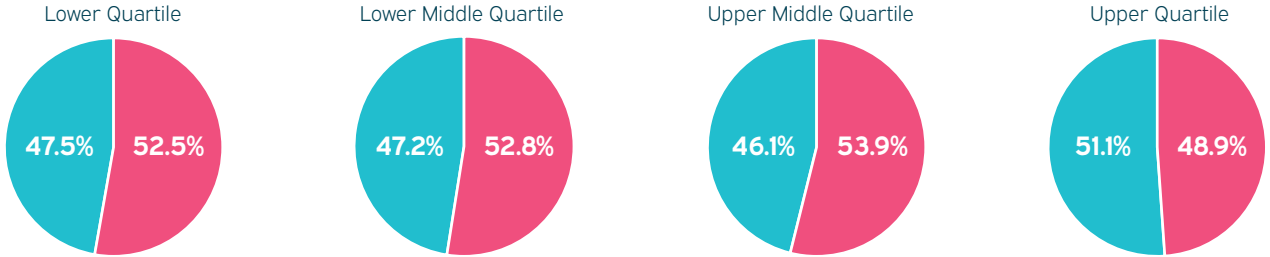


641 employees were referenced for this data

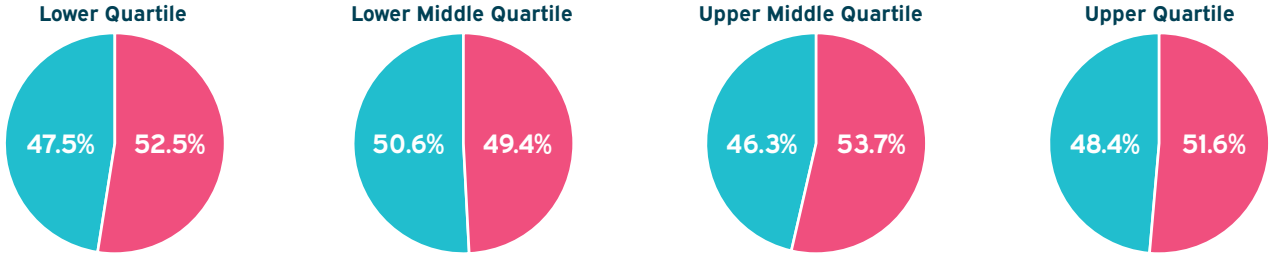
Please refer to page 7 for explanations of terms used

2017

Male Female



2018



What were the results for Ipsen Biopharm Ltd?

The Ipsen Biopharm Ltd data shows progress as we move closer to the company vision to maintain a median pay gap of +/-2% by 2020. Our median gender pay gap reduced from 9.1% (2017) to 2.7% (2018).

We also see the same trend with an increase in both men and women being recognised through our bonus schemes. This is the result of both internal promotions, but also increase of women appointments at leadership positions within the organisation. This remains a focus for us and we look forward to seeing continued improvement in these figures in 2019 through an expansion to our bonus scheme in 2018.

	2017		2018	
	Median	Mean	Median	Mean
Gender pay gap	9.1%	11.9%	2.7%	7.4%
Gender Bonus pay gap	-8.2%	35.2%	-58%	10.7%

2017

% Males receiving a bonus 73.7%



% Females receiving a bonus 65.5%



2018

% Males receiving a bonus **87%**



% Females receiving a bonus **84.6%**

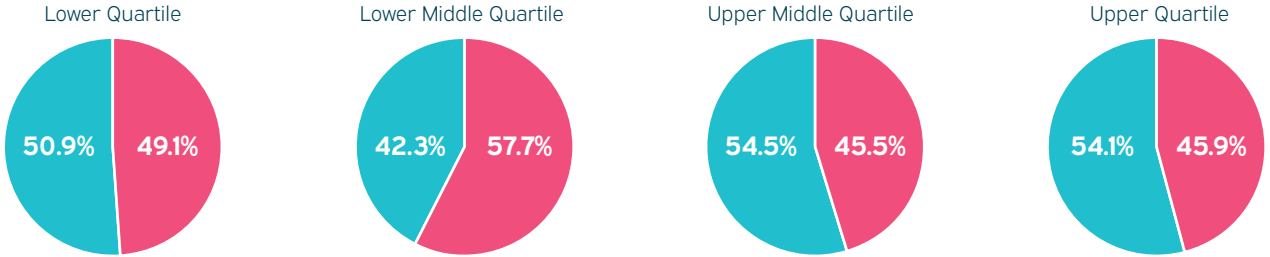


526 employees were referenced for this data

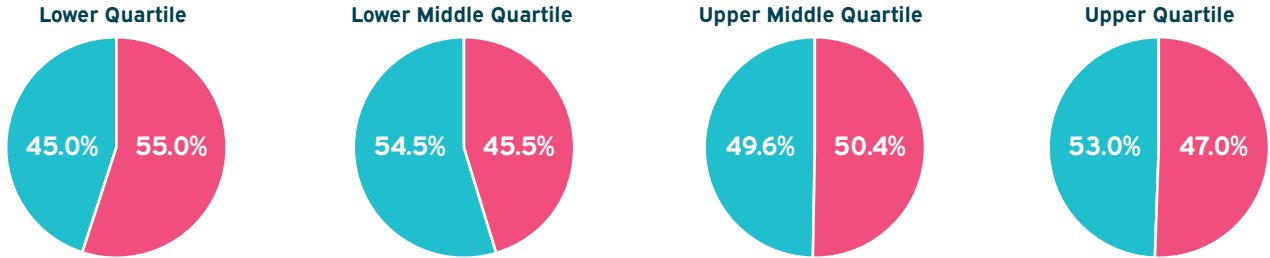
Please refer to page 7 for explanations of terms used

2017

Male Female



2018



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

Job Code: ALL-UK-000837

DOP: March 2019

© 2019 Ipsen Biopharm Limited. All rights reserved.