



GENDER PAY GAP REPORT 2020

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“We truly believe that embracing a culture of diversity and inclusion will foster innovation and engagement enabling us to do more for patients.”

Nicole Launay-Key,
VP HR TechOps



Introduction

Welcome to our Gender pay gap report. We started this journey with great ambition in 2018 (to working towards achieving a median pay gap of +/- 2% and equalise our bonus payments).

We are disappointed that on our journey, we didn't reach our ambition and goal to maintain a median pay gap, however we have made great progress in bonus eligibility and to equalise pay-outs.

There are various reasons why we didn't achieve our ambition, including:

- 1) Smaller balance of females in the senior level positions, despite our continuous effort on hiring females at that level e.g. VP Global Manufacturing Sciences & Technology
- 2) Number of senior female employees moving (internally to other countries to develop their career as well as leaving Ipsen) e.g. Vice President, Head of Global Clinical Development Operations
- 3) Male employees underrepresented in the lower levels of the organisation, particularly in administrative roles

Going forward, we will continue transforming our ways of working to narrow the gender pay gap. Our focus will be on exchanging talent across our local and global businesses, our global and local talent acquisition policy both state that we “strive to deliver diverse slates with a ratio of 50% men and women” and we have created a new role of **Inclusion & Diversity Director** to continuing building such a workforce across our sites.



Monika Gibson,
VP Human Resources, Specialty Care & UK

Our progress

In 2020, 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:

1

Pay equity

In 2020 we have reviewed our internal pay equity position, based upon our market positioning and pay structure and will continue to monitor our position for 2021.

2

Parental leave support

In 2020 we introduced an enhanced parental bereavement leave policy. In Q1 2021, we will be reviewing and updating all our parental leave policies to make sure they fully support the inclusive culture we are building at Ipsen.

3

Focus on unconscious bias training

A new Interview Skills and Hiring Training was deployed to our hiring teams. This training has specific modules focused on avoiding bias and champions D&I in our Talent Acquisition process.

Ipsen's Global talent acquisition continues to commit to Diversity and Inclusion and has recently appointed our first Inclusion and Diversity Director who will work closely with the company's leadership to accelerating development for future female leaders.



**IPSEN UK:
GENDER PAY
GAP DATA 2020**

What is the gender pay gap?

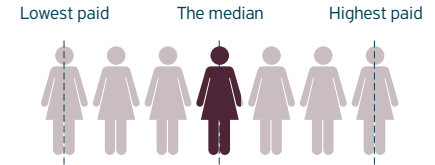
The gender pay gap is a measure of the difference between men's and women's average hourly earnings across the entirety of an organisation. This differs to an equal pay comparison which would evaluate men and women in the same employment, performing equal, similar or comparable work.

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?

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)*

- 579 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)*

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

Ipsen Bioinnovation (Milton Park, Abingdon)*

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

*Full pay employee figures as of April 2020 (snapshot date)



What were the results for the entire Ipsen UK organisation?

We were pleased that in 2019, the Ipsen data for our entire UK organisation sat within our bold ambition of achieving a median gap to +/-2%. However, we were disappointed to have increased the gap in 2020. We are aware of the issues that caused the increase and are committed to bringing the gap closer to the ambition in the coming years.

We are very pleased that our dedication to ensure consistency in bonus schemes has led to an -1.9% median bonus gender pay gap and that over 95% of both male and female employees received a bonus in 2020.

	2019		2020	
	Median	Mean	Median	Mean
Gender pay gap	1.5%	14.8%	-5.6%	20.3%
Gender bonus pay gap	-13.1%	33%	-1.9%	55.2%

2019

% Males receiving a bonus 94.4%



% Females receiving a bonus 92.1%



2020

% Males receiving a bonus **96.7%**



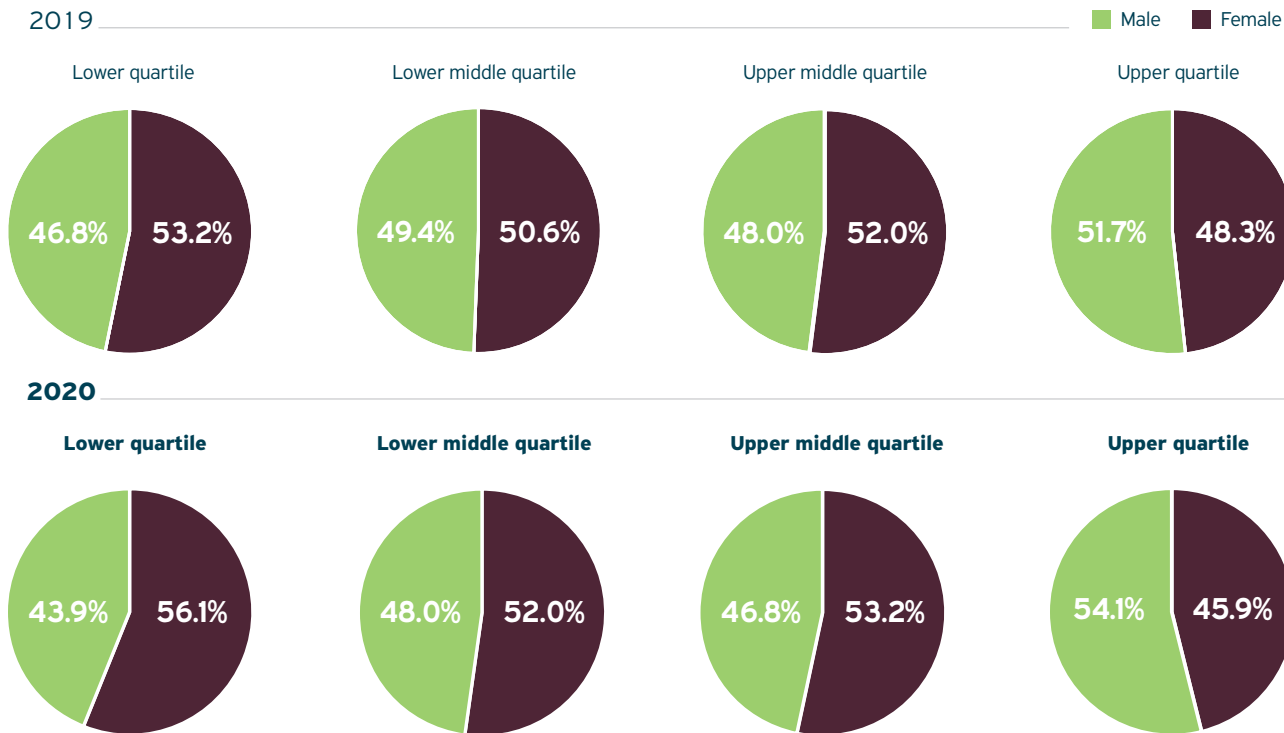
% Females receiving a bonus **97.6%**



713 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



**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.

Despite previous years compensation interventions, we recognize that the gap cannot be materially impacted in this way. We are aware that to improve is to get a better gender balance across all levels of the organisation. Despite continued efforts to higher senior female employees this year we had a recruitment freeze and a few internal and external moves that has affected the balance negatively.

We are pleased to see a smaller median gender bonus pay gap but recognize there is still lots of progress to be made and it will not happen overnight.

	2019		2020	
	Median	Mean	Median	Mean
Gender pay gap	5.4%	17.7%	6.0%	22.7%
Gender bonus pay gap	-7.6%	34.2%	4.1%	58.5%

2019

% Males receiving a bonus 94.8%



% Females receiving a bonus 93.2%



2020

% Males receiving a bonus **97.2%**



% Females receiving a bonus **98.6%**



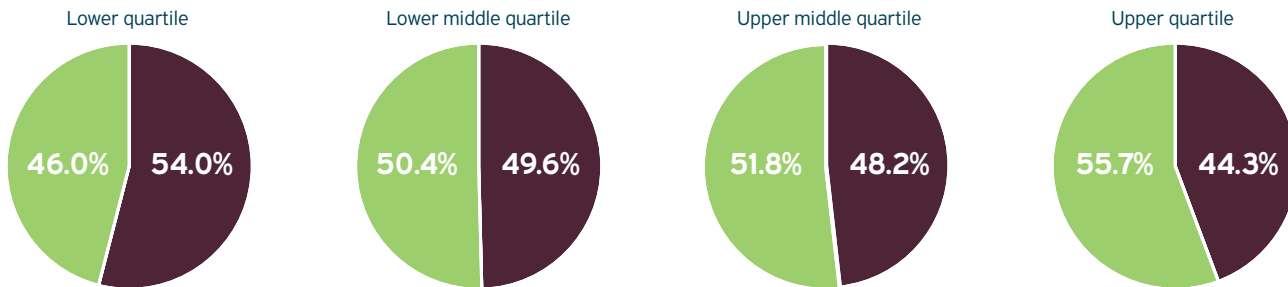
579 employees were referenced for this data

Please refer to page 6 for explanations of terms used

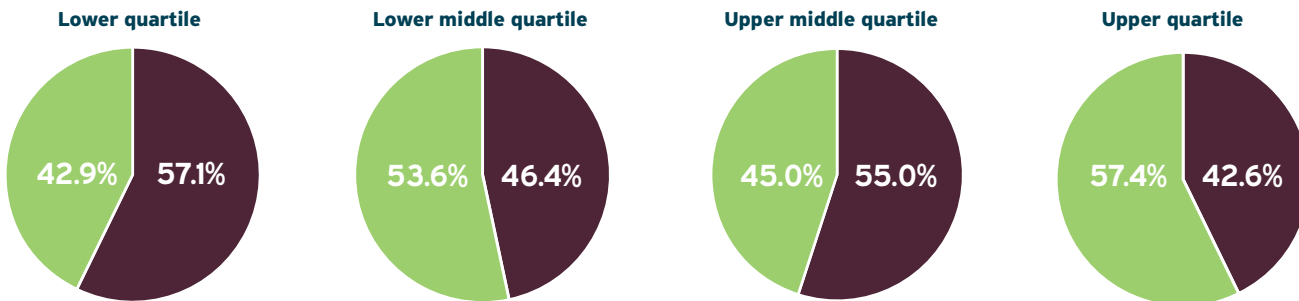
Gender pay gap quartiles for Ipsen Biopharm Ltd

2019

Male Female



2020



**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.
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