

A man and a woman in business attire are looking at a laptop screen. The man is on the left, wearing a dark suit jacket over a light blue shirt. The woman is on the right, wearing a dark blazer over a black shirt with yellow polka dots. They are both looking down at the laptop screen. The background is a bright, out-of-focus office interior.

GENDER PAY GAP REPORT 2022

Ipsen UK
April 2023

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Introduction

At Ipsen we are committed to creating and supporting a collaborative, diverse, and inclusive work environment. Our Compensation and Benefit principles entail fairness and no discrimination including our equal pay principle.

This is our fifth gender pay gap report. As a business, our UK structure comprises three separate entities:

- 1) Ipsen Bioinnovation – 18 employees
 - Research population at Milton Park, Oxford
- 2) Ipsen Limited – 96 employees
 - Relates to the commercial arm of our UK organisation at Bath Road, Slough
- 3) Ipsen Biopharm Ltd – 588 employees
 - Within this part of the business we undertake research, development, manufacturing and distribution on a global scale, exporting to >85 territories worldwide

As a result, only Ipsen Biopharm Ltd meets the government requirement of 250 employees or more to publish. We have developed an internal Gender Pay Equity methodology that presents a clearer and more equitable picture of our pay equity position.

Our median pay gap is 6.97%.



A stylized, handwritten signature of Jeannette Brend in white ink.

Jeannette Brend

Vice-President Site Head,
Wrexham site



A stylized, handwritten signature of Cyrille Debar in white ink.

Cyrille Debar

Vice-President Human Resources
France, UK & Ireland

Ipsen Gender Pay Equity Methodology

Pay Equity

At Ipsen, we provide a fair and equitable remuneration to ALL of our employees. Aligned with our Diversity & Inclusion strategy, we embrace a pay equity mindset in all countries across all organisations and levels of responsibilities. To serve this purpose, we have defined an internal Gender Pay Equity global methodology to monitor Gender Pay Equity in the organisation. Using this methodology, we are able to:

- Explore gender data
- Assess Gender Pay Equity
- Understand potential gaps
- Plan corrective actions

Pay Equity is an outcome. We foster permanent vigilance and bias prevention during the careers of our Ipsen employees, in particular:

- At hire
- During performance and talent assessment
- During Annual Compensation Review (ACR)
- For development and promotions

Whilst there remains a gap in how males and females are paid, we continuously monitor our pay equity between males and females. Good progress has been made in narrowing the average base pay gap between our females and males from -14.3% in 2021 to -6.3% as of 31st December 2022.

How we are creating a diverse and inclusive organisation

In 2022, we clarified the three pillars through which we will drive our Diversity and Inclusion efforts. Those are:

Inclusive culture:

This is about focusing on raising awareness, creating understanding and shifting mindsets, to help build an environment in which everyone can feel they belong and add value.

- In 2022, we chose to raise awareness of different lived experiences through International Women's Day, Pride month, and Disability Awareness month. This has crystallised into a Global Diversity and Inclusion Awareness calendar which during 2023 onwards will include those three events, as well as a fourth event celebrating Cultural Diversity.
- In addition, the Executive Leadership Team also held two sessions focused on Inclusion and Role Modelling.
- More specifically in the gender space, the women's Employee Resource Group (Elevate) which has been a positive story in the US for a few years now will be opening a second chapter as Elevate Europe, to elevate and empower our European female employees and their male allies through development and networking opportunities.

Equitable processes:

This pillar is about making our people processes as inclusive as they can be, to ensure that regardless of background, everyone at Ipsen feels they have the same opportunities to realise their potential.

- In 2022, we enlisted the help of an external Diversity and Inclusion specialised consultancy to help us identify opportunities to make our talent acquisition, talent management & compensation, and benefit processes more inclusive. A number of the proposed recommendations will drive our action in 2023, such as training on inclusive recruitment for hiring managers, embedding our commitment towards gender balanced interview panels, and openly sharing our model for assessing potential with our employees in a bid to increase transparency.

How we are creating a diverse and inclusive organisation

We also see from the data that our specific focus on gender equity has yielded positive results, as:

- 54% of Global Leadership Team (GLT) successors are women
- Paying attention to the gender balance in our Career Acceleration programmes
- Mentoring: 64% of mentees in our global mentoring programme are women
- Promotions 2022: 66% of the promotions concerned women
- 53% of our expatriates were women in 2022

Diverse representation:

With a focus on diverse representation, we have in 2022:

- Plans for a carer policy in 2023
- Piloted a programme designed specifically to support female leaders, Elevating Women in Leadership
- Events hosted during our Career Month focused on female talents and their career stories to support and inspire our female talent at all levels in the organisation
- Introduced a Menopause policy

Measurement:

Finally in 2023, we plan to run our second inclusion survey, which will include demographic data in our three global hubs (France, UK&I, & North America) for the first time. We hope to have a better understanding of our diverse make-up across our workforce in those regions, and their experience of inclusion. This will further guide our actions and focus to work on our gender pay gap.

What is the gender pay gap?

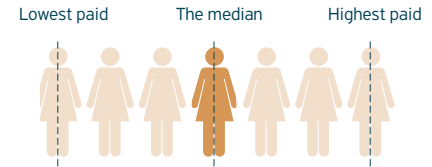
The gender pay gap is a measure of the difference between men's and women's average hourly earnings across the entirety of an organisation. This differs from an equal pay comparison which would evaluate men and women in the same employment, performing equal, similar or comparable work.

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

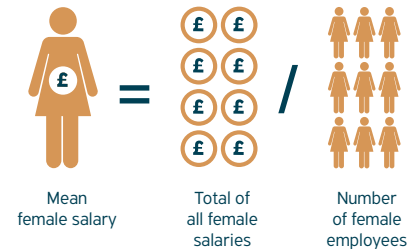
The gender pay gap data looks at three key datasets:

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, exactly in the middle of the organisation, ordering 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.



What are the results for Ipsen Biopharm Ltd?

Ipsen is committed to closing the gender pay gap. We are aware that to improve is to get a better gender balance across all levels of the organisation. We continue our efforts to hire senior female employees this year, however we had a few internal and external moves that have affected the balance negatively.

We have significantly more women in junior positions and significantly more men in senior positions.

We are aware of occupational segregation being our biggest contributor and having more males in senior posts and more females in junior posts which is contributing to our gender pay gap.

We are pleased to see a smaller median gender bonus pay gap in favour of women but recognise there is still lots of progress to be made and that it will not happen ‘overnight’.

	2021		2022	
	Median	Mean	Median	Mean
Gender pay gap	6.8%	20.3%	6.97%	14.77%
Gender bonus pay gap	-3%	54.3%	8.36%	43.16%

2021

% Males receiving a bonus 85.3%



% Females receiving a bonus 86.2%



2022

% Males receiving a bonus **90.17%**



% Females receiving a bonus **93.29%**



588 employees were referenced for this data

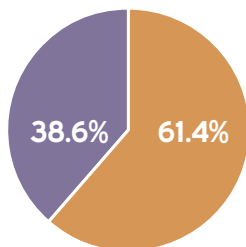
Please refer to page 7 for explanations of terms used

Gender pay gap quartiles for Ipsen Biopharm Ltd*

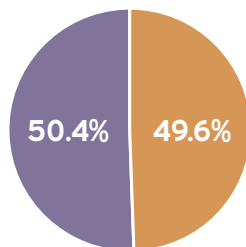
2021

Male Female

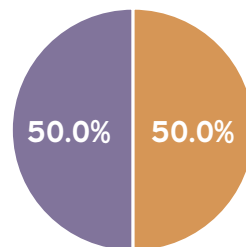
Lower quartile



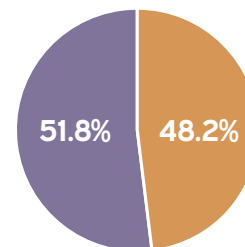
Lower middle quartile



Upper middle quartile

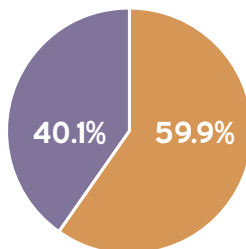


Upper quartile

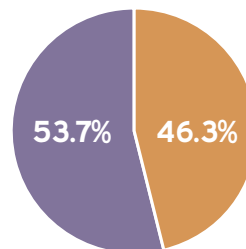


2022

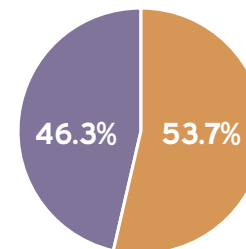
Lower quartile



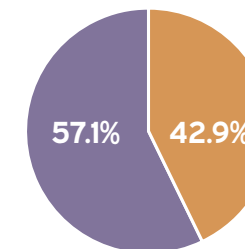
Lower middle quartile



Upper middle quartile



Upper quartile



*The proportions of male and female full-pay relevant employees per quartile pay bands

Please note, all images used are for illustrative purposes.
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