



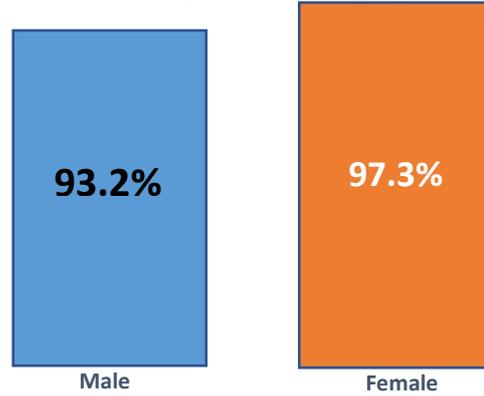
Gender Pay Report 2018

Bard Pharmaceuticals Ltd are a leading contributor to manufacturing output in the UK economy. Based at the Cambridge Science Park, the UK is home to several companies within the Mundipharma network all focusing on the priority to Move Medicine Forward. We are once again pleased to be able to share our year on year improvement of our Gender Pay.

What is the gender pay gap?

The gender pay gap is the difference between women's and men's earnings, expressed as a percentage of men's earnings. The reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Proportion of males and females receiving a bonus payment



Headline Gender Pay

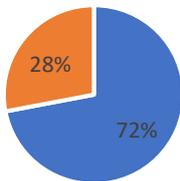
	Gender Pay Gap	Gender Bonus Gap
Mean	5.3%	2%
Median	6.9%	-1.2%

What is the mean and median?

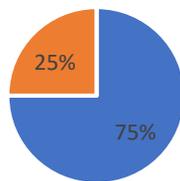
Mean Figure the difference between the average of men's and women's pay and a **Median Figure** the difference between the mid points in the ranges of men's and women's pay

Proportion of males and females in each pay quartile

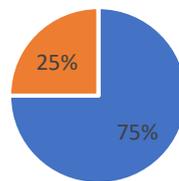
Upper Quartile



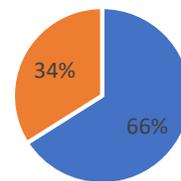
Upper Middle Quartile



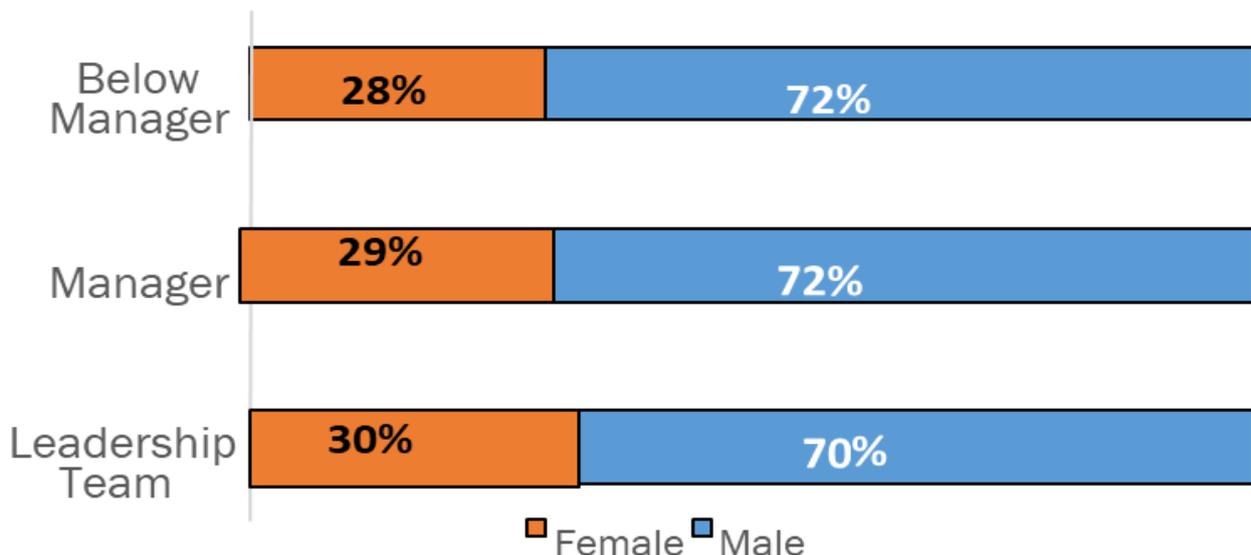
Lower Middle Quartile



Lower Quartile



Gender breakdown by grade



A background image of laboratory glassware, including several graduated cylinders and a beaker with a blue cap. The cylinders have blue markings and labels, with one labeled 'brand'. The scene is brightly lit, creating a clean, professional atmosphere.

In the last three years.....

Over a **Third** of secondments
were carried out by women

Nearly **Half** of new employees
are women

Nearly a **Third** of our
leadership team are women

Half of our
qualified person roles are held by
women

A **Quarter** of our maternity
returners have returned on a
flexible working pattern



Our Commitment

Bard operates in the manufacturing and engineering sectors which historically have a significantly higher proportion of male employees, particularly in manufacturing and production roles. Encouraging more women to pursue careers in this sector is a significant challenge across the industry in the UK. However, at Bard we are proud of the diversity and inclusion of our employee population. We are committed to providing a working environment where employment related decisions such as promotions, secondments, total compensation decisions are based on skills, knowledge and qualifications.

Colm Moody
European Production
Director

Mark Sephton
Director of Quality

Colette Balado-Lopez
Head of HR