



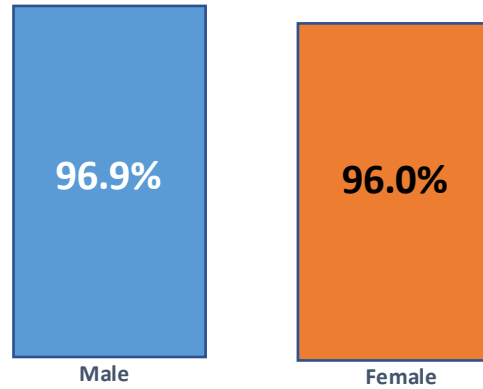
Gender Pay Report 2020

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.

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	3.6%	9.4%
Median	-1.6%	-2.6%

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

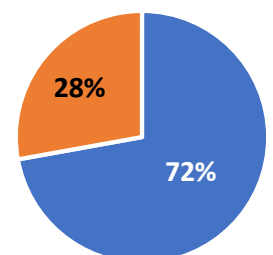
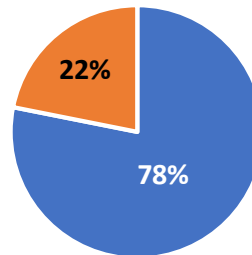
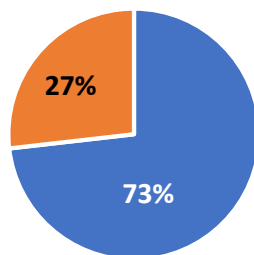
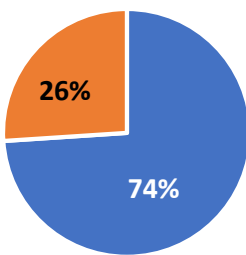
Proportion of males and females in each pay quartile

Upper Quartile

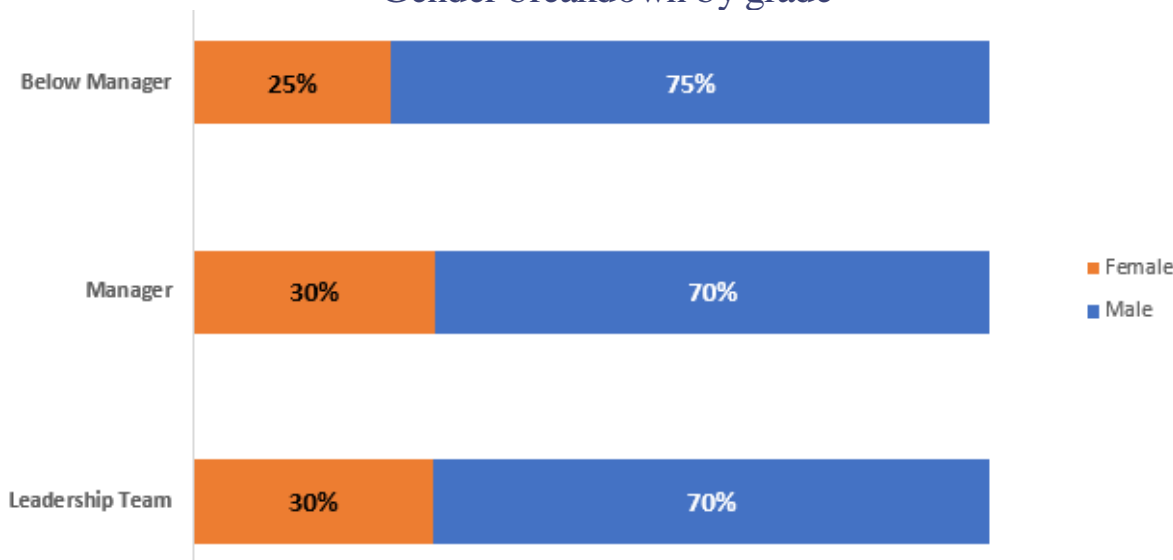
Upper Middle Quartile

Lower Middle Quartile

Lower Quartile



Gender breakdown by grade





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

Chris Homan

Director of Quality

Hannah Burling

Head of HR