



PRAHEALTHSCIENCES

# Gender Pay Gap Report



22 MARCH 2019



## INTRODUCTION

PRAHS is required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish information on its gender pay gap. The regulations provide specific metrics that must be published via a government portal and that must also be made publicly available on the Company's website.

The following information needs to be reported:

- the difference between the average and midpoint (mean and median) hourly rate of pay for male and female full-pay relevant employees;
- the difference between the average and midpoint (mean and median) bonuses/incentives paid to male and female employees over the period of 12 months ending with the 'snapshot' date of 5 April;
- the proportion of male and female relevant employees who were paid a bonus or incentive payment during the 12 months ending on the snapshot date; and
- the proportion of male and female full-pay relevant employees in each quartile of the pay distribution.

# Closing the gender pay gap is linked to the authentic commitment from our leadership to engage and socialise the diverse talent that we have at PRAHS

In an analysis led by PRA's Corporate sustainability practice, we identified three (out of 17) Sustainable Development Goals that are most relevant to PRA's core business, one of them being Gender Equality, together with Good Health and Well-Being and Industry, Innovation and Infrastructure.



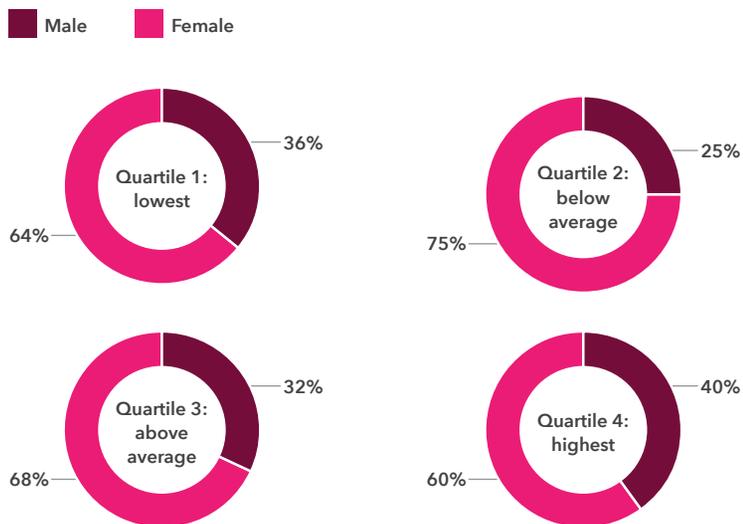
## GENDER PAY GAP DATA

The following section provides the relevant data for PRAHS for the snapshot date of 5 April 2018. All information has been calculated using the methods outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and associated guidance.

For context, the national mean gender pay gap is 17.9%.

### PAY QUANTILES FOR THE PAY PERIOD SPANNING 5 APRIL 2018

The below diagram shows the gender distribution within PRA (UK) Limited across four equally sized quartiles, each containing just under 260 staff.



This calculation requires an employer to show the proportions of male and female full-pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. These quartile pay bands are established managing gender pay reporting when making the calculation, so any other pay banding used in a workplace must not be used.

### PAY & BONUS GAP

Our mean and median gender pay gap data is based on hourly rates of pay, as at 5 April 2018 (i.e. the 'snapshot date'). The table below also includes mean and median difference between bonuses paid to our male and female colleagues in the year up to 5 April 2018.

	Mean	Median
Hourly pay	12.2%	8.3%
Bonus pay	67.6%	27.4%

The primary reason for our gender pay is caused by having fewer female representation in PRA's senior leadership positions.

#### Gender Pay Gap reporting is different to equal pay

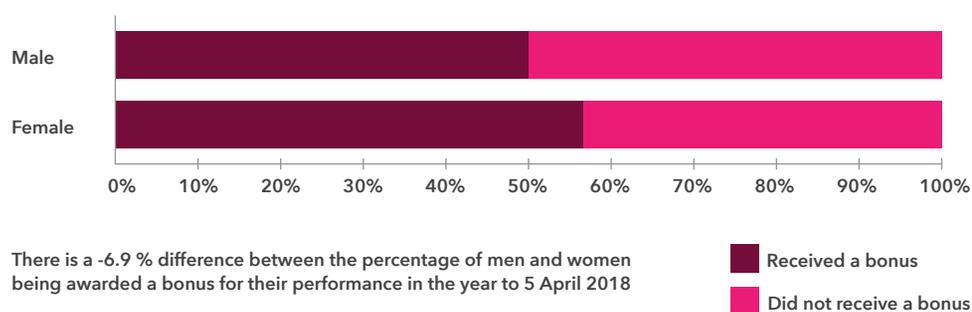
Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce.



## PROPORTION OF EMPLOYEES RECEIVING A BONUS PAYMENT IN THE YEAR TO 5 APRIL 2018

The below shows a -6.9% difference between the number of males and females being paid a bonus in the bonus reference period (the year up to 5 April 2018). Bonuses include anything that relates to productivity, performance, incentive, commission, and profit sharing (including the value of bonuses paid in securities as at the time when the employee incurs a charge to income tax).



## SUMMARY

PRA's mean average gender pay gap of 12.2% is significantly below the national average Gender Pay Gap (17.9%, according to the ONS Gender pay gap in the UK 2018 report).

The Gender Pay Gap should not be confused with unequal pay. Gender Pay Gap is the measure of the difference between the average hourly earnings of men and women.

The 2018 April snapshot date coincided with PRA reporting the 2017 Gender Pay Gap in March 2018, so it was inevitable that PRA would be reporting a Gender Pay Gap this year.

Addressing the UK Gender Pay Gap is part of PRA's 'Gender Equality' sustainable development goal, with the target to increase female representation in PRA's Senior Leadership positions (VP and above) by the end of 2020.

### Underlying causes of and initiatives to address the Gender Pay Gap

- We partnered with our Accountants to develop an analysis tool to compare Gender Pay Gap across departments, tenure, and position level. The analysis reveals one of the primary causes is more men than women in Senior level positions, which affirmed the focus of our Action Plan.
- We have hired three women into senior leadership roles during the last year across EAPA, this does not impact our UK Gender Pay Gap, but contributes to ensuring balance across our senior management positions.
- We have also partnered with the Gender Equalities Office to provide feedback on guidance designed to help employers take action to close the Gender Pay Gap. Our HR Director is also part of a CIPD committee to ensure companies use Non-disclosure Agreements (NDAs) appropriately.

- The UK Gender Equality Working Group (GEWG) was set up in 2018 to support the organisation in developing and achieving the goals of the UK Gender Pay Gap Action Plan. The GEWG is focusing on key topics at present: Improving female representation in senior leadership roles and return to work practices to support parents.
- **Training and Development:**
  - As a programme partner with Women Ahead, PRA is taking part in the 30% Club Intercompany Mentoring Scheme. The 30% Club aims to develop a diverse pool of talent, with a better gender balance at all levels of the organisation. Ten talented individuals within PRA are taking part as either Mentors (both Male and Female) or Mentees (All Females). We also plan to set up our own intercompany mentoring scheme.
  - Leadership and Management Apprenticeships- PRA has utilised our England Apprenticeship Levy funds to up skill our new and experienced leaders. Currently we have 30 learners 70% of which are women.
  - Conscious and Unconscious Bias training for our Senior Management team took place in October 2018 and aim to roll out this training to the rest of the organisation in 2019.
- **Raising awareness of family friendly policies and benefits:**
  - Delivery of flexible working training for Functional Managers. Our HR Director is part of the CIPD and Timewise's flexible hiring champions project.
  - Developing a questionnaire to gain feedback on PRA's family friendly policies and practices, to aid in the development of a return to work program.
  - Set up of Parents@PRAUK Network -creating a supportive community for new and existing parents
- Partnering with our benefits providers, AVIVA, hosted an International Women's Day roundtable discussion on 'Balance for Better'. Discussion included the business benefits of shared parental leave and flexible working for men and women and new approaches to achieving gender and talent balance at all levels in the workplace.