



Lonza

UK Gender Pay Gap

Report published 5 April 2020

13 March 2020

Lonza and the UK Gender Pay Gap Information Regulations

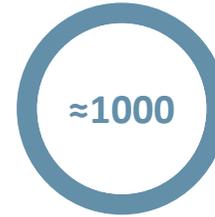
Our commitment and practice provide a solid foundation as we strive for gender pay parity



Our goal: gender pay parity



Three UK sites are included in this report: Cambridge, Manchester and Slough



In the last 12 months we have grown to over 1000 employees



Nearly half of our employees are women



We are committed to support the Gender Pay Gap Information Regulations introduced in 2017, under the Equality Act 2010, which require companies with 250 or more employees in the UK to publish their gender pay gap each year.

All of our mandatory gender pay gap figures have been analysed by the internal Lonza Total Rewards team.

Lonza strives for gender pay parity and transparency.

Lonza's pay philosophy and practice reward the individual's role, skillset, and performance, regardless of gender, gender reassignment, ethnicity, age or other such factors.

Lonza Biologics plc's population has grown in the past 12 months and today comprises over 1000 employees across our sites in Cambridge, Manchester and Slough. 49.8% of our employees are women.

Reporting the numbers

We are committed to support the Gender Pay Gap Information Regulations introduced in 2017

Lonza

As per the UK Government requirements:

- The figures in this document are a “snap shot” taken on one single day - 5 April 2019
- The mandatory gender pay gap figures display the average (mean*) and median** gap between pay of women and men regardless of their job level and are therefore distinct from an equal pay for equal work analysis
- The figures have to be reported by pay quartiles (low / lower middle / upper middle / upper)

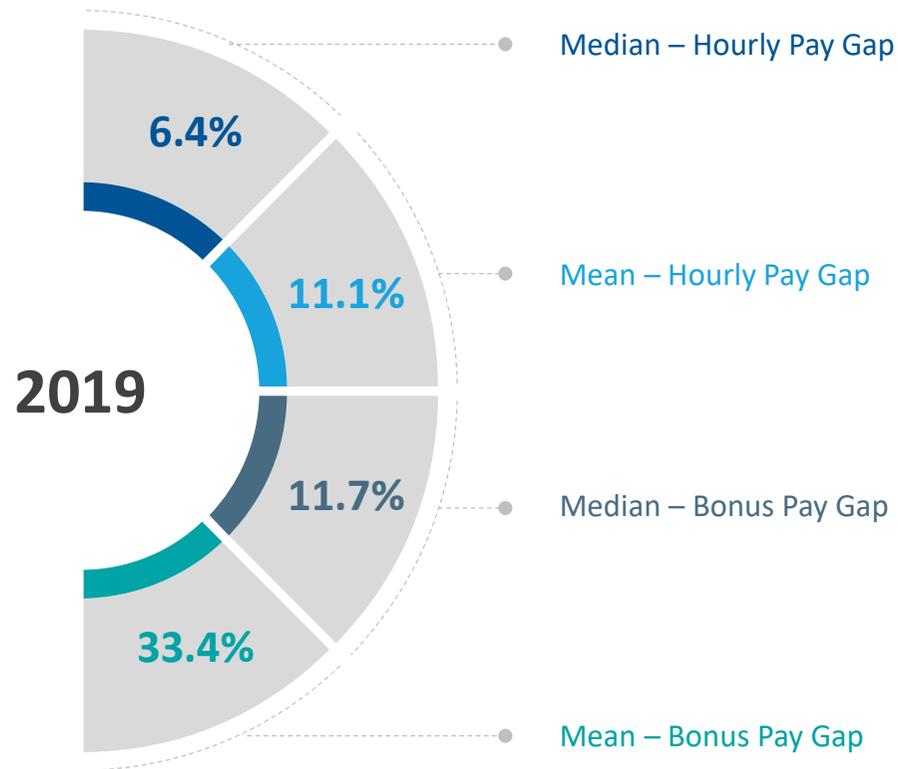


*The mean is the average of the numbers.

**The median is the "middle" of a sorted list of numbers. To find the median, place the numbers in value order and find the middle number.

UK Gender Pay Gap – Hourly Rate and Bonus

Report published 5 April 2020



Figures published 5 April 2020



1008

Total number of employees



502
Women

87.3%
received bonus pay in 2019



506
Men

84.6%
received bonus pay in 2019

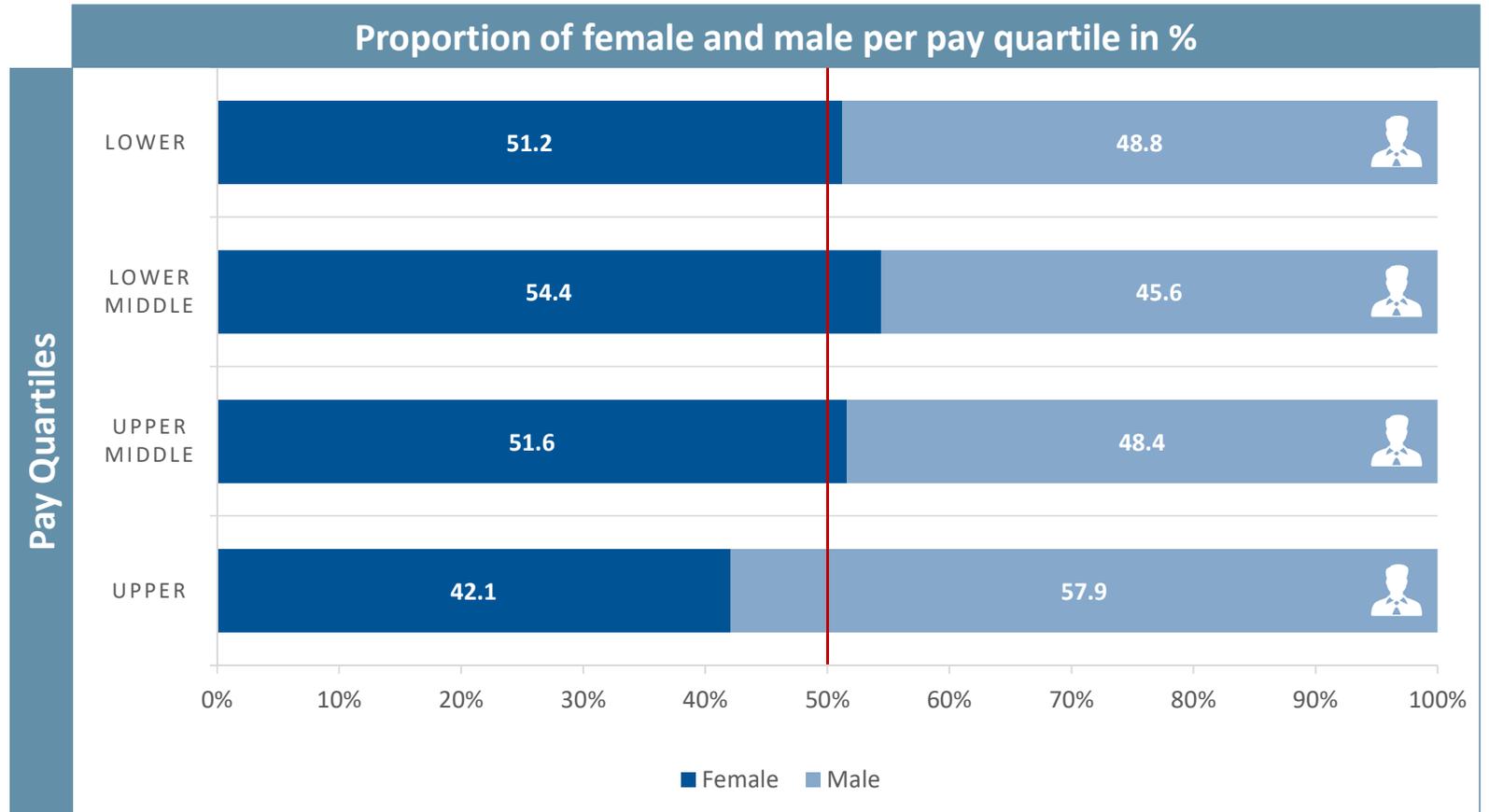
UK Gender Pay Gap – Pay Quartiles

Report published 5 April 2019



49.8%

of our employees across the three sites included in this report are women



UK Gender Pay Gap

What do the numbers tell us?



✓ The proportion of senior management relative to our total Lonza Biologics UK community is higher than what would be expected.

✓ Lonza Biologics in Slough hosts a variety of global senior management positions who work across different global parts of the organization, not directly supporting the UK operations

✓ In line with industry standards, senior management positions carry higher salaries and have higher bonus targets.

01

While we are an equal opportunity employer, there is currently a greater proportion of men in senior management roles. Our Talent Development Programs are designed to increase visibility and opportunities to grow into senior management roles.

02

When looking at the data by Lonza’s internal pay bands, we can see that our ongoing initiatives around diversity and flexible working arrangements have had a positive effect on the balance of men and women in each of the pay bands.

03

If “Equal Pay for Equal Work” is compared on each of these pay bands, there is no difference between female and male employees’ remuneration.

Lonza embraces diversity

As part of our recruitment process we ensure women know they are welcome

Lonza



Diversity across the organization and at all levels ensures our work benefits from multiple approaches and perspectives.

Some of our initiatives from the last 12 months:



The proportion of senior management relative to our total Lonza Biologics UK community is higher than what would be expected.



We have increased the ability for all employees to work flexibly, through the use of core hours, adjustable start and finish times and remote working options available at all levels of the organisation.



We have reviewed and updated all our family leave related policies to give greater support and financial assistance through our maternity and shared parental leave policies.

Lonza embraces diversity

We want all employees to be able to grow and development in their careers

Lonza



Karen Fallen

President, MMDM
Business Unit

“Throughout my own career at Lonza I have been very lucky to be given the opportunity to grow into roles and enhance my knowledge, working in cross-functional teams and global roles.

I started with a job in Lonza in QA more than 30 years ago in Slough and am very fortunate to lead one of Lonza’s biggest Business Units now. I truly believe that diverse teams are setting up organizations for success. Our BU is a high performing team because of its individuals who come from diverse backgrounds, experiences, cultures and a balance of gender.

I personally am an ambassador of a diverse talent pipeline in order for our associates to grow into roles that allow them to fulfil their full potential. Every leader in every company should make diversity in talent development not just an organizational need, but drive it. Lonza is a great place to unlock the future of biologics and your own career, because we embrace diversity.....”

Lonza embraces diversity

We want all employees to be able to grow and development in their careers

Lonza



Yvette Stallwood
Head of Applied Protein
Services

I started at Lonza over twelve years ago as a scientist in the lab before transitioning into a group leader role, and then on to more senior leadership positions as Head of Department and Head of Cambridge Site. I have always felt fully supported in my roles and believe that Lonza recognises the potential and contribution of individuals based on merit and their achievements, irrespective of their gender.



Natasha Pain
Senior Quality
Transformation Manager,
QA Singapore

Throughout my career I have been fortunate to work with some inspirational strong female and male role models and starting at Lonza has been no different. Joining Lonza over 10 years ago from a well known big pharma company as a Microbiology Team Leader was a decision made to be able to influence standards and controls not just for one company but many. Lonza as a Contract manufacturer enables women to develop across scientific and leadership areas. Working at Lonza has not restricted me to my primary skillset but has encouraged me to challenge myself by taking on roles outside of my comfort zone. I came to Lonza as a Microbiologist but have since gone on to lead Biochemistry teams, Support functions, QC and QA. I have travelled the globe and set up laboratories from scratch in Japan and now have a fantastic opportunity in Singapore to lead improvement projects working on innovative, life transforming medicines in Quality Assurance and for the site,. This has all been done whilst starting a family and raising 2 children. When needed Lonza has been flexible with working arrangements from working part-time to adjusted hours. With all this flexibility given to me by Lonza, I have been able to work my hardest to achieve the business, my teams and my personal goals. This, I hope, makes me an empathetic leader for future scientists both female and male.

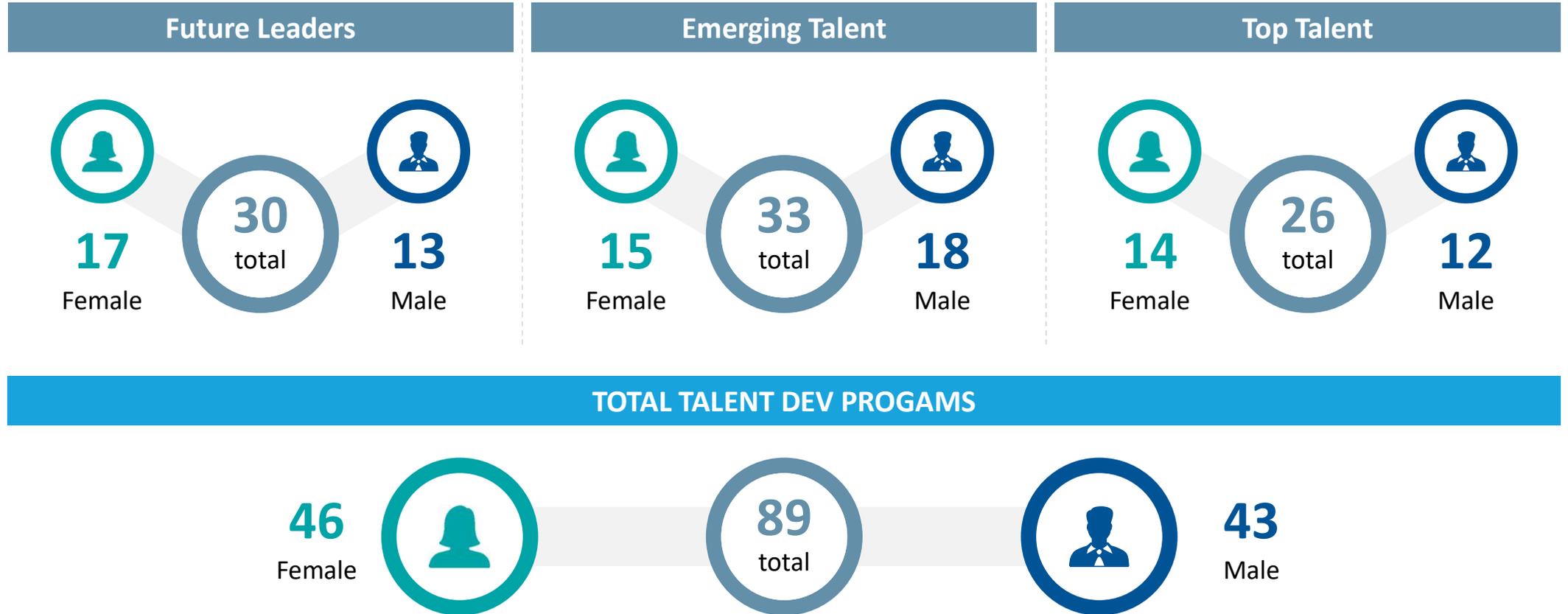


Jane Hounscome
Head of Enabling Functions,
Basel Switzerland

I came from outside the Life Sciences sector 2.5 years ago and was warmly welcomed into my role as Head of HR for the site in Slough. In this role we had many challenges but, together with the team on site and colleagues across the Company, we grew the workforce by 40% in two years with many new ideas and innovative approaches. In 2019 I was asked if I wanted to take up my current role in Basel and my Husband and I were fully supported to move countries and embark on a brilliant new experience at the latter stages of our careers.

UK Gender Pay Gap

Our commitment to Talent Development



UK Gender Pay Gap

Our commitment for 2020

Lonza



We are committed to create a workplace that attracts and develops women and men alike

In 2020 we are planning to:



Increase the number of people going through both our Leadership and Scientific Talent Development programs, giving greater support at earlier stages to those wish to progress into senior roles in the organization



Increase our support of early career employees through our Apprentice, Placement Student and Graduate programs, increasing the opportunities for people to develop as they start our in their careers

UK Gender Pay Gap - Summary

As reported on the governance website from 5 April 2020



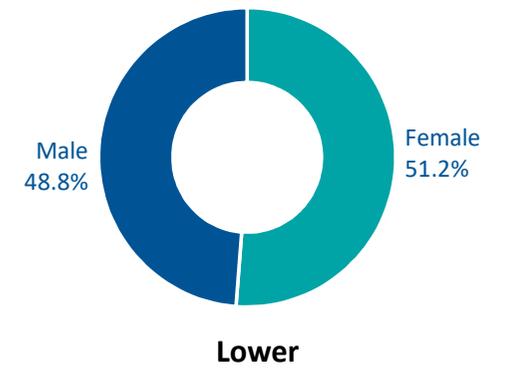
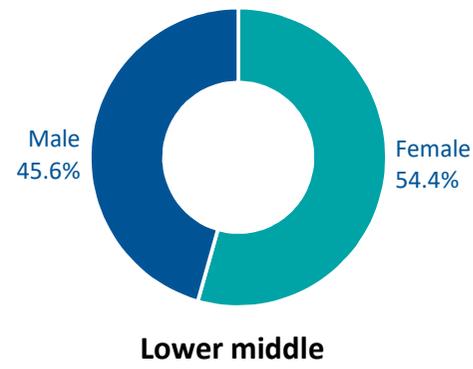
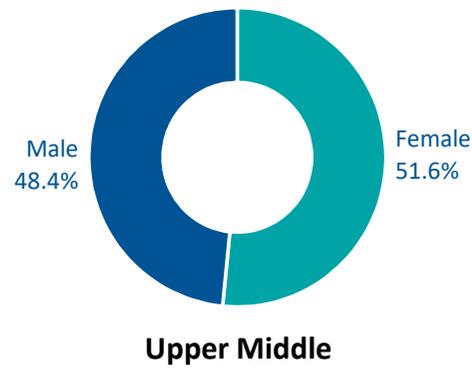
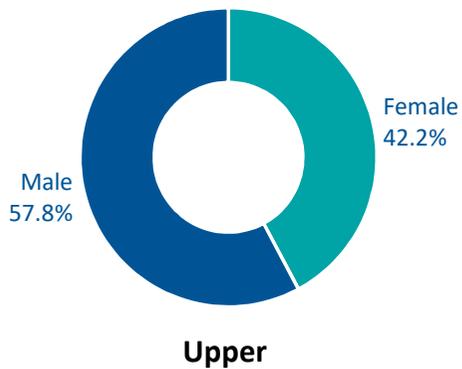
Summary

The following numbers are summarised as they are submitted to the UK Government on:

https://gender-pay-gap.service.gov.uk/?sm_au=iVVP4Z6frqN8Sn1Q

Women's hourly rate is	6.4% lower than male's hourly rate (median)	11.1% lower than male's hourly rate (mean)
Women's bonus pay is	11.7% lower than male's hourly rate (median)	33.4% lower than male's hourly rate (mean)
Who received bonus pay	84.6% of men	87.3% of women

Pay Quartiles



Concluding Statement

We hereby confirm accuracy of our numbers and compliance in calculation with the mandatory figures required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Mike Brown
Head of Operations, MMDM Small Scale

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