

# Gender Pay Gap Report – Sygnature Discovery

October 2021

## About Sygnature

Since 2004 Sygnature Discovery has been offering high-quality drug discovery services and providing guidance and support to clients for the discovery and development of novel medicines.

We have grown significantly into a multi-award winning company with a global presence. Operating out of the UK, Sygnature Discovery serves organisations around the globe covering a variety of therapeutic areas and with different strategies for drug discovery.

## Forces of Change

Historically the life sciences sector has mainly attracted males as a career of choice. Consequently, this has been reflected in a large proportion of senior roles in the industry being held by men, although this picture is changing rapidly. We are pleased to be able to report a continued and steady improvement in our Gender Pay Gap figures this year, although there has been some variation to this picture in specific areas. For instance, the proportion of women receiving bonus pay to men was significantly lower this year. This is a direct result of recent acquisitions having a far higher proportion of female employees and these new acquisitions processing bonus pay differently. We anticipate that this type of anomaly will correct itself in the future.

Overall, the increasing number of female employees across the company bodes well for even more women to take on leadership positions in future. This is a goal the business

Sygnature Discovery remains flexible and strives to provide innovative solutions designed to fit every customer's needs. In recent years Sygnature Discovery has made a number of acquisitions as part of its continued growth to offer an ever more comprehensive range of services.

We have a diverse workforce, attracting expert recruits from around the globe, and are keen to support equality of opportunity amongst all employees.

fully endorses as it not only enhances our business capabilities, but also helps to further address the variations in pay between the different quartiles.

This year we have significantly enhanced both our maternity and shared parental leave pay provisions; we hope this supports women in remaining with the business and continuing their professional development.

We will maintain our promotion of life sciences as a worthwhile and satisfying career to those entering the workforce, whatever their background. A key part of this is that we present role models that inspire ever more diverse representation in future generations of scientists.

We recognise the need to maintain our focus on this front and we will continue to review how we can ensure there are equal opportunities for all.

## 2021 Gender Pay Gap Figures

Median hourly pay gap: 8.5%

Mean hourly pay gap: 15.4%

<b>Per Quarter</b>	<b>Women</b>	<b>Men</b>
Upper hourly pay quarter	28.9%	71.1%
Upper middle hourly pay quarter	29.2%	70.8%
Lower middle hourly pay quarter	33.3%	66.7%
Lower hourly pay quarter	56.7%	43.3%

Median bonus pay gap: 0%

Mean bonus pay gap: 25.6%

Women who received bonus pay: 52.6%

Men who received bonus pay: 71.3%