

# Gender Pay Gap Report – Sygnature Discovery

March 2023

## 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.

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 talent from around the globe, and are keen to support equality of opportunity amongst all employees.

## 2022 Gender Pay Gap Figures

Median hourly pay gap: 6.75%

Mean hourly pay gap: 10.44%

Per Quarter	Women	Men
Upper hourly pay quarter	35.54%	64.46%
Upper middle hourly pay quarter	34.17%	65.83%
Lower middle hourly pay quarter	36.36%	63.64%
Lower hourly pay quarter	56.20%	43.80%

Median bonus pay gap: 18.75%

Mean bonus pay gap: 29.63%

Women who received bonus pay: 62.07% (up by nearly 10%)

Men who received bonus pay: 66.89%

## Forces of Change

Across the UK businesses have been reporting their gender pay gap for several years and taking efforts to close that gap. Despite this, between April 2021 and April 2022 the mean pay gap for full time employees across the UK grew. This has generally been attributed to the impact and disruption caused by COVID-19.

At Sygnature, we are proud to confirm that over the same period our mean gender pay gap reduced by a third from 15.4% to 10.4%. We benefitted from an opportunity to undertake a market-rate-adjustment across a large number of departments which looks to have made a substantial distance to this metric. We are also proud to be under the European Life Sciences Sector mean pay gap of 12.2%.

Despite substantial positive change, it is clear that there is still more work to be done. Our mean bonus pay gap widened by 4% which has led us to review the process being used and learn from the success of the market-rate-adjustment.

In late 2022 we launched a new Learning & Development initiative including content tailored to support new and expectant parents alongside. In 2023 we bring a new focus on inclusivity to drive further change across the business as well as reviewing our family friendly policies. This coincides with a focus on succession planning aligned to ensure that from an early stage we have a proportionate mix of staff represented.

