

GENDER PAY GAP REPORT

SYGNATURE DISCOVERY **2023**

Our Journey

Nurturing Excellence, Embracing Diversity



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Our story is one of significant growth and unwavering dedication to excellence. From humble beginnings, we've evolved into a leading force in integrated drug discovery, driven by our commitment to excellence in service.

Our journey has been marked by substantial expansion, both through organic development and strategic acquisitions. As we enter our 20th year in business, we are proud to stand with a team representing over 55 nationalities, reflecting the rich tapestry of our global community.

Within our walls, you'll find a blend of experience and fresh perspectives—a dynamic mix that fuels our **innovation** and drives us toward our common goal of serving our clients with **excellence**.

As we continue this journey together, we are committed to bringing the best people together from across the globe and achieving creativity and innovation through diversity of thought.

Here's to building a future where diversity, **collaboration**, and passion propel us forward.

Dr. Simon Hirst
CEO, Sygnature Discovery

Understanding Gender Pay Reporting

This report contains Sygnature Discovery's Gender Pay Gap information. This is a legal requirement for businesses with over 250 employees to complete and publish results.

Gender pay vs Equal pay

It is important to note that a gender pay gap is different to equal pay.

Gender Pay is the measure of the difference between men and women's pay and bonus across an organisation. Equal pay means that men and women in the same employment, performing equal work must receive equal pay. Below are some key points to note for Gender pay and Equal pay;

Gender pay

- The gender pay gap measures the difference in pay between genders across the organisation, regardless to specific role or department.
- The gender pay report legislation requires us to report on the median and mean gaps for both pay and bonus data, along with a breakdown of male and females per quartile.

Equal pay

- Equal pay is about measuring a man and woman being paid the same for doing the same or similar work, or work of equal value.
- Pay can still be different as long as it doesn't discriminate. Factors for pay differentiation can be based on individual performance, effort, market premiums, skillsets or expertise for the roles.
- There is no legal requirement to report equal pay data like the gender pay, however equal pay is covered by the Equality Act 2010.



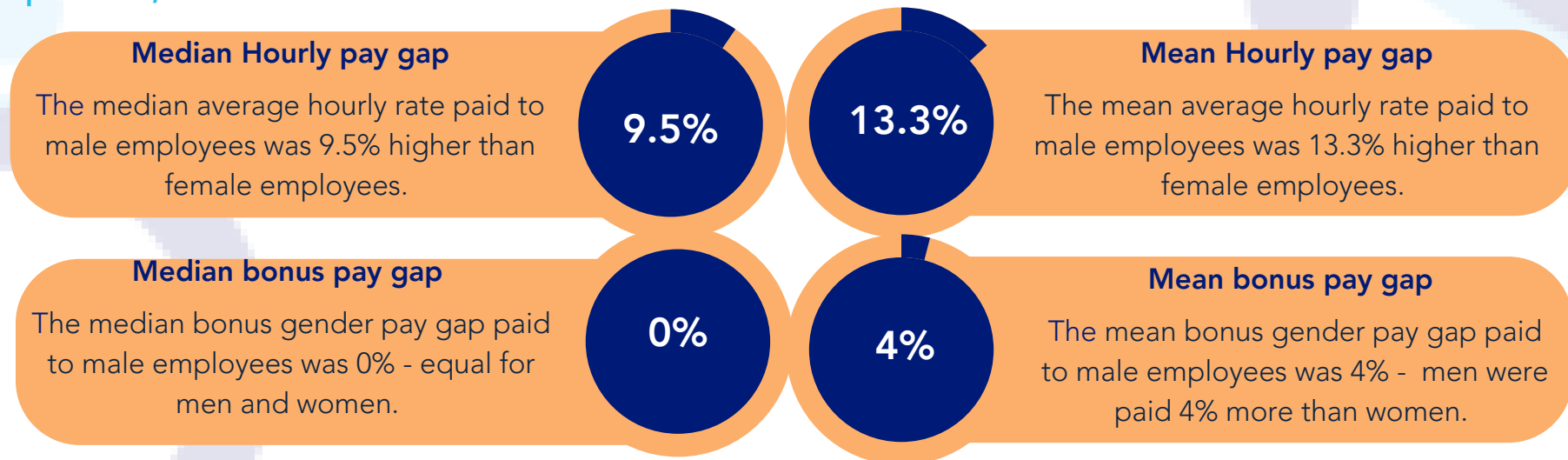
Our 2023 Gender Pay Data

Our 2023 pay gap is based on a “snapshot” of our pay data from 5 April 2023.


Median pay is determined by locating the precise midpoint between the lowest and highest-paid male employee and the lowest and highest-paid female employee and comparing.

Mean pay is calculated by adding the total hourly pay of female employees and dividing by the total number of female employees. The same calculation is performed for male employee and the two figures are compared.


In April 2023;



89.5% of all female employees received a **bonus**



90.9% of all male employees received a **bonus**

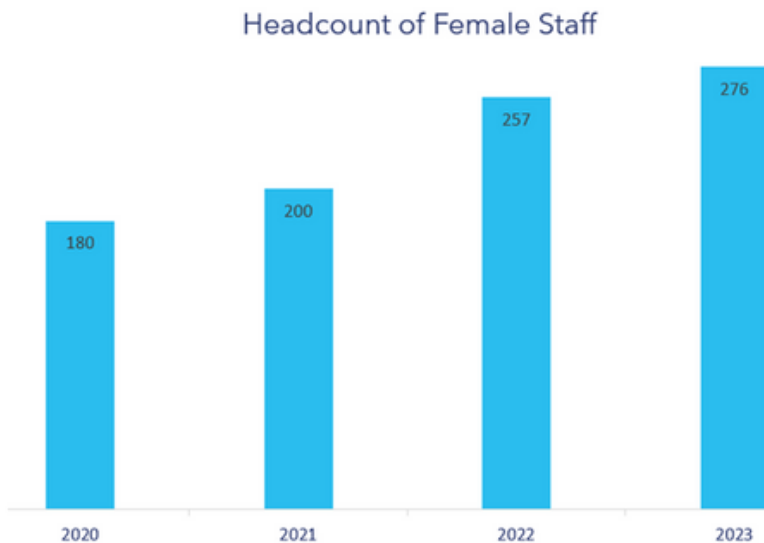
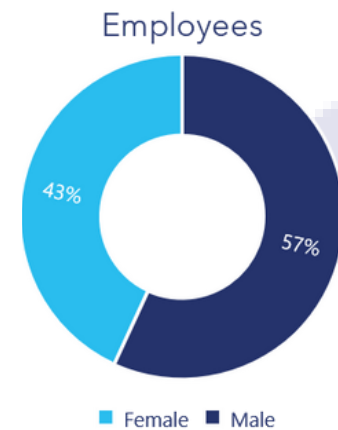
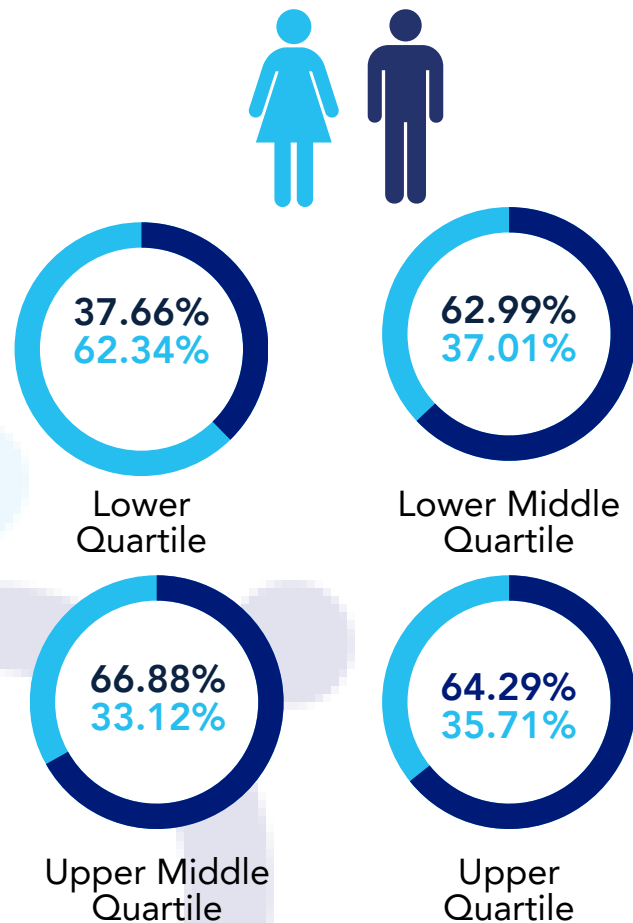


Gender Pay Quartiles

Quartiles are determined by segmenting all hourly rates across the business, ranging from the lowest to the highest, into four equally-sized groups. This provides a picture of where male and female employees are positioned in the pay structure.

On the 5 April 2023, we employed 640 people, of those 57% were male and 43% were women. Since 2020 we are pleased to see the number of female employees increasing year on year.

Our gender balance by pay quartile in 2023:



Gender Pay Gap Analysis

Why the Gap?

Our 2023 analysis shows a gap in favour of male employees for both the median and mean hourly pay gap, with our gap increasing by 2.8% and 2.76% since last year. In contrast our median bonus gap has significantly decreased from 25.54% last year to 0%.

Of our colleagues who received bonuses, 89.5% of our female colleagues received a bonus and 90.9% of our male colleagues received bonuses. For those who didn't receive a bonus, reasons mainly include new starters who are not yet eligible or those who have resigned.

There are a number of factors that we believe contribute to our hourly pay and bonus gap, but the biggest to note is:

Seniority Gap

One of the main reasons we know is behind our widening pay gap, is that a high proportion of our board and senior leadership team are occupied predominantly by males, combined with a substantial rise in the number of women occupying entry level and roles in the lower pay quartiles.

This year particularly, with our significant growth, we have needed to increase headcount in our admin department, lab support and junior roles across the organisation. Another aspect of our recruitment efforts have involved training opportunities, such as graduate and apprentice positions, which typically come with a lower initial salary offer.

On further analysis, 65% of the female new starters were focused in the lower pay quartile which does have a significant impact on the data for those in these quartiles.

When looking at our quartile split, the middle quartiles make up the largest proportion of our scientific population which does have a closer alignment in pay. In the upper quartile is the majority of our senior leadership team which we do acknowledge is predominantly male and the lower quartile is entry level roles, support services and those who are at the start of their career.

Whilst we acknowledge we do have an imbalance in our gender pay, we also understand it takes time to rebalance. We are pleased to share that in our last pay review, of our employees who were promoted, our female population received higher salary increases. Which we believe are strong steps to showing our commitment to narrowing the gender pay gap at Sygnature Discovery.



Closing the gap

What actions are we taking to close the gap?

While our pay gap falls below the national average of 14.3% (Office of National Statistics), we acknowledge the ongoing necessity for improvement and substantial measures to narrow it further. Recognising that closing this gap requires sustained effort, we are dedicated to this objective with the backing of our employees.

Our commitment lies in fostering an inclusive culture where every colleague can thrive and contribute their fullest potential. This encompasses providing equitable progression opportunities and cultivating an environment where individuals can truly be themselves at work.

What we've done so far and further steps we are taking;

ED&I

- We have recently relaunched our employee led Inclusion group, to support our colleagues in creating a strategy and direction to help embed inclusion into everything we do.
- We are in the early stages of launching a networking group called 'Women at Sygnature', which intends to be an internal resource to help women elevate in personal life and their professional career. This extends to allies for the group.

Talent & Development

- We are proud to have delivered diversity and inclusion workshops for our senior leadership teams, reaching over 170 individuals including the board, senior teams, line managers, and HR department.
- Our L&D team have implemented a comprehensive suite of e-learning awareness courses accessible to all employees.
- We are focusing on enhancing our manager and leadership development programs aimed at upskilling our workforce.
- Our Talent team have implemented measures to analyse female dropout rates at various applicant stages, focusing on ways to highlight and improve these metrics.
- Developing a talent strategy with clear leadership diversity metrics.
- We continue to work with our colleagues to enhance our data to establish diversity metrics.
- Continuous steps to monitor our internal promotions to assess the effectiveness of our learning and development initiatives and track gender distribution.
- We have initiated the use of an external gender decoder platform to ensure gender-balanced language in our job advertisements, promoting increased application rates.



Closing the gap

EVP & Culture

- At the beginning of 2024, we initiated the rollout of our new company values, aimed at guiding the future culture and direction of the organisation.
- By the conclusion of 2023, we implemented new family-friendly policies, which include enhanced maternity and shared parental leave benefits, along with support for employees undergoing fertility treatments or managing caring responsibilities. Additionally, we are dedicated to launching more inclusive initiatives, such as providing awareness and training on supporting individuals experiencing menopause, including training for line managers, recognising that various life aspects impact our employees' work days.
- An integral aspect of our efforts to address the gender pay gap involves reviewing salaries, promotions, and bonuses to ensure gender balance within our pay review and recruitment processes.
- We have actively engaged in promoting opportunities for women in science and STEM fields, partnering with universities and employers who prioritise fostering rewarding careers for females.
- Utilising data more effectively, we are making informed decisions to proactively address gender imbalances, particularly in areas such as internal promotions and targeted development opportunities.



We confirm this information to be true and accurate.

SIMON HIRST
Chief Executive Officer

Handwritten signature of Simon Hirst in blue ink.

JAMES EDGAR
Chief People Officer

Handwritten signature of James Edgar in blue ink.