

SYGNATURETM DISCOVERY



**GENDER PAY GAP
REPORT
2025**





Our ambition

At Sygnature Discovery, our people are at the heart of the scientific impact we deliver. With a diverse team working across Europe and North America, we are committed to creating an environment where everyone has the opportunity to thrive.

We know that diverse teams strengthen our science and our organisation. As we continue to grow, we remain committed to fair and transparent development pathways, inclusive leadership, and creating opportunities that support gender equity across Sygnature.

We are proud of what we have achieved and fully aware of the work still ahead. Our ambition is to continue building a workplace where all colleagues can contribute, grow, and succeed.

James Edgar
CPO



Understanding Gender Pay Reporting

What is Gender pay gap reporting?

This report contains Sygnature Discovery's Gender Pay Gap information. As this is a UK requirement, data relating to our colleagues in Canada is therefore excluded.

It is important to note the difference between gender pay and equal pay:

Gender Pay is the measure of the difference between men and women's pay and bonuses across an organisation and must be reported by law (including median/mean pay and bonus gaps and pay quartiles).

Equal pay is about measuring how men and women are paid for doing the same or similar work, or work of equal value. Any pay differences should be based only on fair and non-discriminatory factors, such as skill, experience, or expertise relevant to the role.

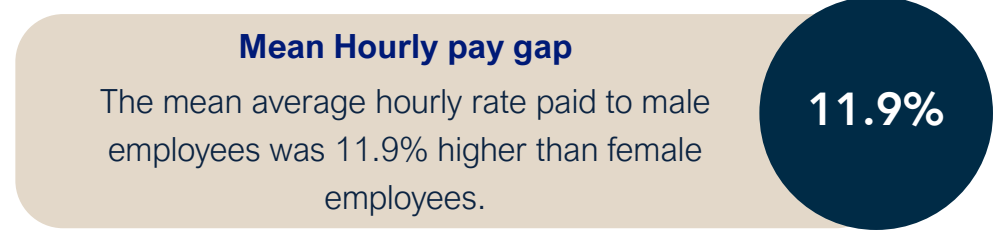
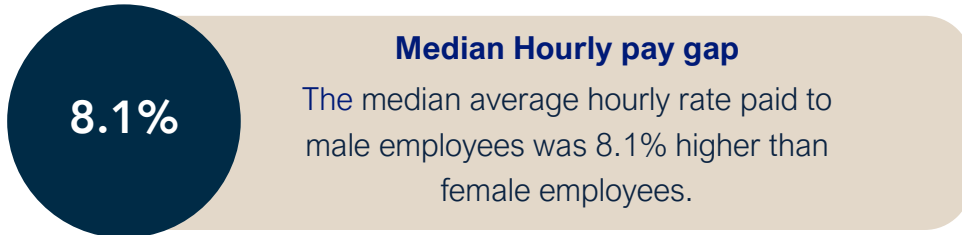
There is no legal requirement to report equal pay data like gender pay, however equal pay is covered by the Equality Act 2010



Our 2025 Gender Pay Data



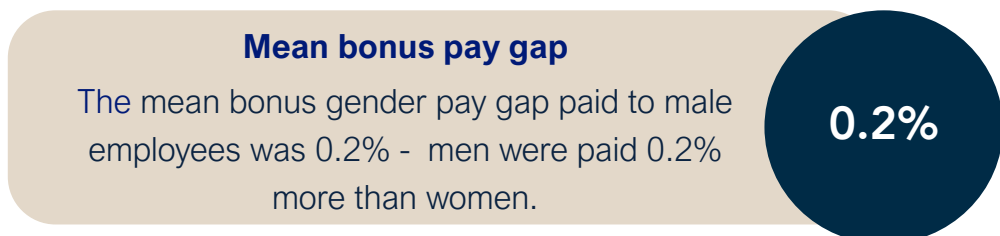
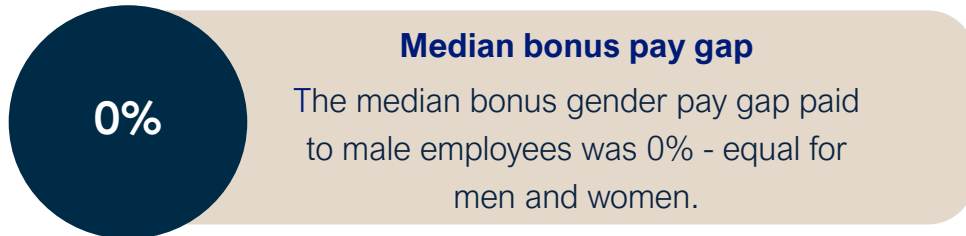
Hourly pay gap



National Median Gender Pay Gap
(Office of National Statistics)



Bonus pay gap



91% of all female employees received a **bonus**



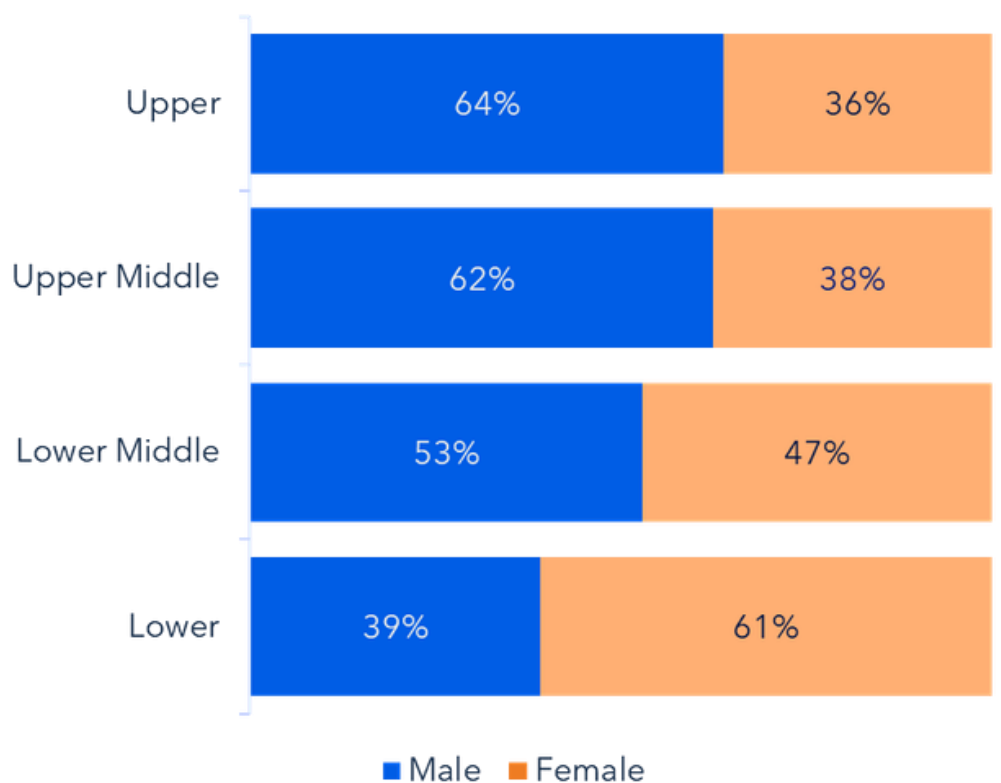
92% of all male employees received a **bonus**



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.

Our gender balance by pay quartile in 2025:



Number of employees:



On 5 April 2025, we employed 679 people, of those 53.6% were male and 46.4% were female.



The Results

Why is there a gap?

Whilst we are pleased to see that our median pay gap has reduced and is significantly (4.7%) below the 2025 national median of 12.8% (Office of National Statistics), our analysis shows there remains a gap in favour of male employees. We are encouraged to see that compared with last year, our both our mean and median pay gap have reduced by 4.2% and 2.3% respectively.

The decrease in the average pay gap has been driven by a combination of factors;

- Improved gender balance across the pay quartiles
- Increased female presence in higher paying roles and the top three quartiles
- Reduction of women in the lower quartile

We are delighted to see that the split of men and women at Sygnature receiving a bonus, is now almost equal. Those who did not receive a bonus were either new starters who were not yet eligible or those who had resigned. The average bonus pay gap has decreased by 3.6% compared with last year.

We recognise that several factors contribute to our overall gender pay gap however, the most significant continues to be the disproportionate number of men in senior leadership roles. While we have seen positive movement in the upper pay quartiles, with an increasing number of women represented, our board and senior leadership positions remain predominantly male.

We acknowledge our gender pay gap and understand that meaningful change takes time. However, we are encouraged by the consistent improvements we see year on year and remain committed to driving further progress and taking active steps for further improvement.

Our commitment to reducing the gap

What we've done so far and further steps we intend to take



Gender Pay Gap Action Plan

We are creating a gender pay gap action plan to further demonstrate our commitment to closing the gap. This action plan will focus on the following areas:

Strengthening gender representation in STEM talent pipelines.

Increasing female representation in senior scientific and operational leadership roles.

Building a transparent grade structure to support pay equity across all roles.

Ensuring fair access to bonuses and long-term incentives.

Improving retention during key career and life transition points.

Building an inclusive culture across all teams, departments and geographic locations.

Improving data transparency and accountability.



Menopause & Hormonal Change Support

Around one in six women consider leaving work due to a lack of support for menopausal symptoms (CIPD, 2026). Extensive evidence shows that those going through hormonal change and having menopausal symptoms, can significantly affect career development, confidence, and motivation to explore career-enhancing opportunities.

Sygnature's commitment to supporting colleagues experiencing menopause and other hormone-related changes is reflected through the creation and development of our Menopause Champion team, who are available at all UK sites.

We continue to grow, develop and learn as a business on how best we can support those around us, at work and at home. Our policy has evolved this past year to include other hormonal-related changes to ensure we remain inclusive.

In 2026, we will further develop our support in this area through the introduction of a Menopause Action Plan, ahead its mandatory introduction in 2027.



Women focused group

Over the past year, Women at Sygnature (WaS) has been formally established as a colleague-led network. Through engagement and consultation, the group has defined its mission, vision, and values, ensuring alignment with both colleague priorities and business needs.

WaS is now developing a programme of activity focused on supporting the progression, retention, and development of women across the organisation. Planned initiatives include mentorship, networking opportunities, and targeted development events.

Supported by board-level sponsorship, the group will review its priorities annually to ensure they continue to reflect feedback and evolving organisational needs.

An official launch event will take place in the coming months, featuring an inspirational external speaker and outlining the group's purpose, planned activities, and opportunities for colleagues to participate.

Our commitment to reducing the gap

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



Recruitment

During 2025, we introduced a new recruitment ATS platform that improves the visibility of our data and tracking of applicant data.

We have also introduced standardised interview processes and guidance to promote consistency and fairness in selection decisions. Wherever possible, we ensure interview panels include a mix of genders and seniority levels to enhance challenge, reduce the risk of individual bias, and support more balanced and consistent hiring outcomes.

We continue to support efforts to promote women in STEM including school and university outreach initiatives, work experience, placements, and PHD internships.



Leadership and Development

We continue to invest in learning and development, ensuring our programmes support skills at every career stage, from new managers to senior leaders.

Included in our development roadmap is a leadership development programme created especially for women leaders.

Succession planning remains central to our long-term approach to development. We remain focused on identifying and developing our high potential employees.

**We confirm this information to be
true and accurate**

Simon Hirst
Chief Executive Officer

James Edgar
Chief People Officer

