

# Sciensus

## 2025

# Gender Pay Gap

## Report



## Our Commitment

At Sciensus, we believe that fairness, inclusion and opportunity are fundamental to who we are and how we work. We are committed to creating an environment where all colleagues can thrive, develop and progress, regardless of gender. This report sets out our gender pay gap data for 2025, explains the factors influencing our results, and outlines the actions we are taking to continue driving meaningful change.

This year marks our strongest position since reporting began, a tangible sign that our long term actions are making a difference.

## Understanding Gender Pay Reporting

The gender pay gap measures the difference between the average earnings of men and women across an organisation. Since April 2018, UK employers with more than 250 colleagues have been required to publish their gender pay data annually.

It is important to distinguish between the gender pay gap and unequal pay. Unequal pay refers to men and women being paid differently for the same role, which is unlawful. The gender pay gap, by contrast, reflects the overall distribution of men and women across different roles and levels within an organisation.

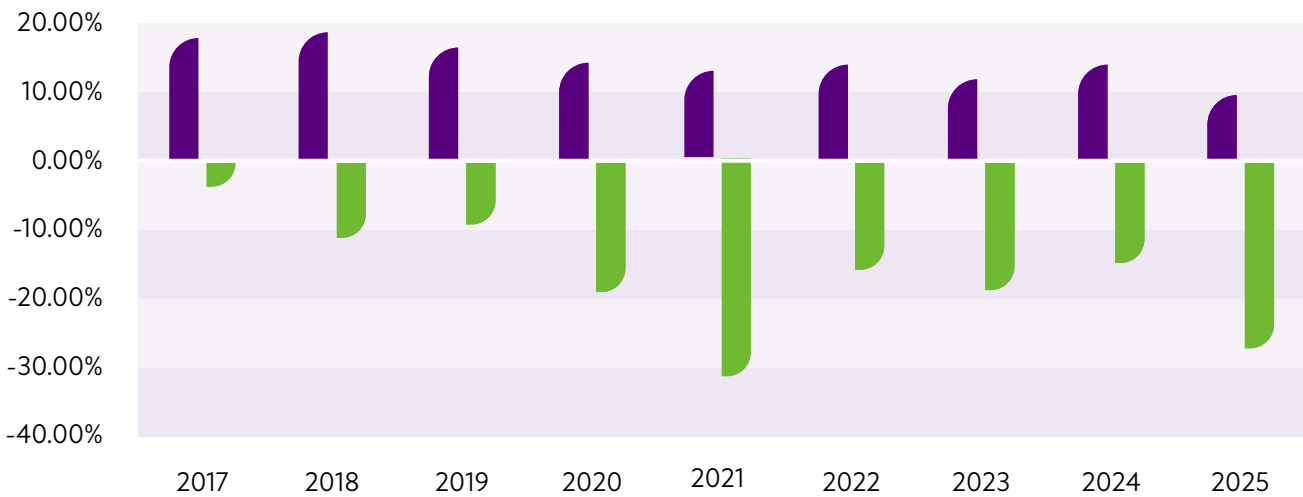
Sciensus Logistics is now a separate legal entity as a subsidiary of Sciensus Pharma Services Limited and is therefore required to report independently. However, this report uses combined data to reflect the full and true picture of gender representation and pay across Sciensus.

# What is the gender pay gap at Sciensus?

## Gender pay gap



## Gender pay gap trend



● Mean ● Median

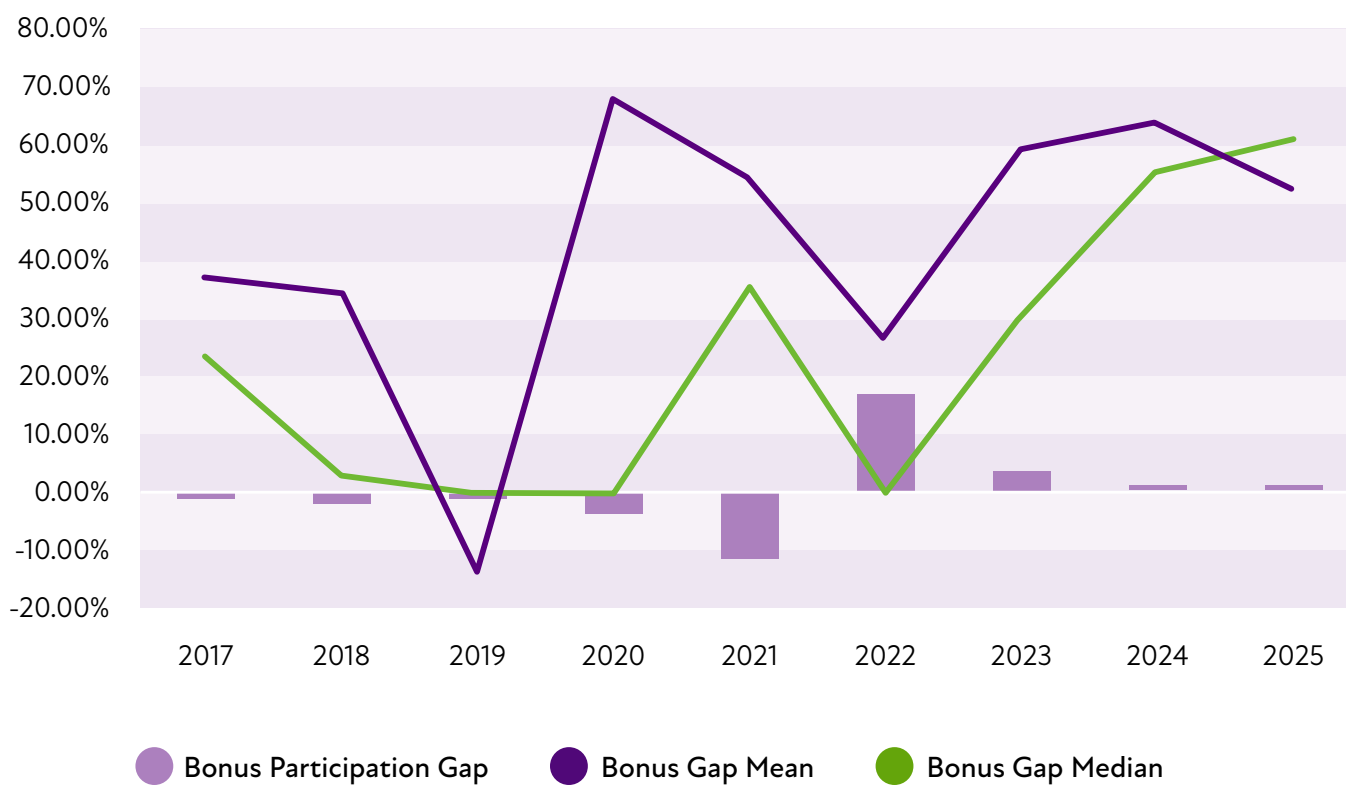
## Gender bonus gap



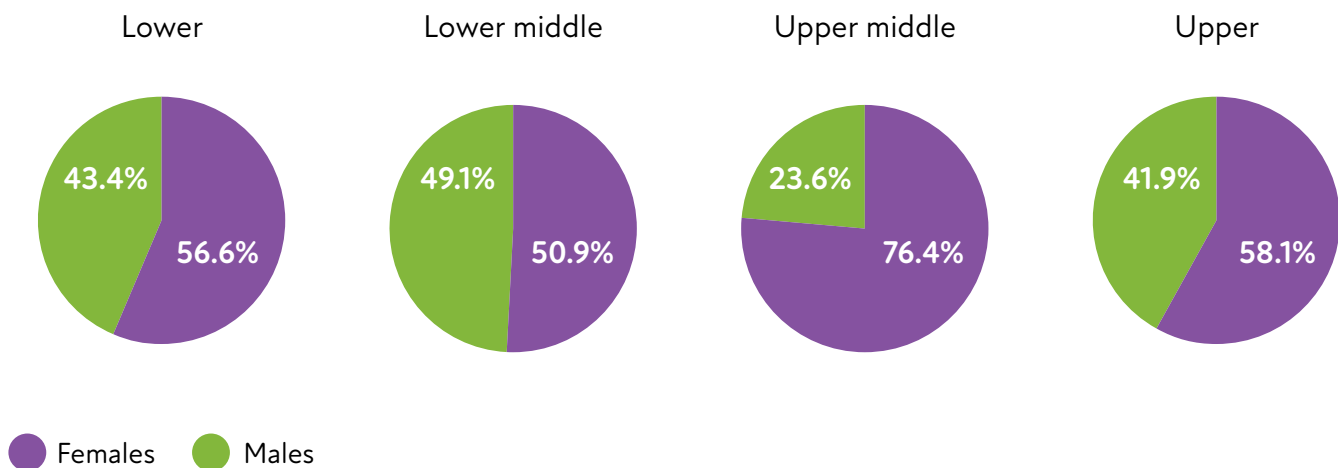
The proportion of employees in Sciensus receiving a bonus is:



### Bonus pay gap trend



## Proportion of males and females per earnings quartile:



## Supporting Information

The Mean Gender Pay Gap for Sciensus Logistics is 2.4%, largely due to being 93% male as most roles in that entity are logistics drivers, and a larger portion of the females being managers or in more senior roles. In Sciensus Pharma Services Limited, the Mean Gender Pay Gap is 25.2%, influenced by the structural separation of lower paid logistics roles into a different legal entity. The workforce is 71.3% female, compared with 60.5% in the wider Sciensus entity.

For Sciensus as a whole, the Mean Gender Pay Gap has decreased by 4.3 percentage points from 2024 Snapshot date to 10.1%, the lowest rate since Gender Pay Gap reporting began in 2018.

Our median gender pay gap has always been negative figure because women are strongly represented in higher-paid roles across the organisation, particularly in the upper-middle earnings quartile. This means that the middle-earning female earns more per hour than the middle-earning male. This figure reflects the distribution of roles across the business rather than unequal pay for the same work, and should be read alongside our mean pay gap, which shows that men remain more concentrated in the highest-paid roles. Our Bonus eligibility is balanced across genders, and our opportunity to participate is equitable.

Since the previous report, representation of women at Executive and Senior Leadership level has remained consistent, with women accounting for 24% of the top 25 highest paid roles in April 2025. Sciensus continues to promote flexible and hybrid working and to provide enhanced leadership development and mentoring opportunities to support progression into senior roles. Trained mentors are in place across all areas of the business to support the development of colleagues.

The bonus pay gap continues to reflect the higher concentration of men in senior roles, where bonuses are calculated as a percentage of salary. However, progress is evident by the number of males and females receiving bonuses both increasing by 5.4 percentage points, the number of females in the top 10 recipients tripling from 2024 and a 28% increase in the top 25 females from last year. 40% of females are eligible for a car or car allowance, either due to their grade or role, compared with

less than 22% of males. Of the females that are eligible for a car or car allowance, over 64% choose a car, compared to just under 49% of males. Car allowance is included in the gender pay calculation; however, company car value is not, meaning that the average hourly rates for a higher number of females is detrimentally impacted than males.



Nearly 29% of the female workforce are part time, an increase of 4.5 percentage points from last year, compared with less than 7% of males. While this bears no impact on female's hourly basic pay, this may impact other elements of the gender pay calculation and potentially progression opportunities or aspiration for progression. The average hourly rate for part time employees, regardless of gender, remains lower than the full time average, reflecting the smaller proportion of part time roles at senior levels. In recognition of caring responsibilities, Sciensus introduced an enhanced Carer's Policy in September 2024, offering support and carers' leave pay above statutory requirements.

## What is Sciensus doing to address its gender pay gap?

Sciensus is committed to sustained, long term action. In 2024, we achieved the National Equality Standard, reflecting the strength of our policies and practices and our commitment to continuous improvement. We continue to support all colleagues in their development and maintain a fair and equitable approach to pay and benefits, regardless of gender.

All leaders across the organisation continue to be accelerated through our bespoke leadership development programme to enhance our capability across our line manager portfolio and further their own careers and those of their teams. This will provide equal opportunity for all to progress their careers and currently 37 female leaders have completed the programme. A Pathway to Leadership programme will launch in 2026, support aspiring leaders and expand progression opportunities. Apprenticeships are open to all colleagues to apply for to gain additional skills during their employment, aiding progression, and development internally, with 10 females having started apprenticeships in the last 12 months. Three colleagues have recently completed a Women in Leadership apprenticeship and two more are currently on the level 5 programme.

In July 2025, we launched enhanced recruitment training for leaders, covering bias awareness, protected characteristics, decision making and inclusive interview practices. Standard interview packs are used for volume hiring to ensure a standard, fair and consistent assessment of candidates. A formal assessment project is underway to review ways of hiring across the organisation, including assessing candidates on the business, values and other assessment formats such as skills, cognition, and personality.

Our EDI ambitions focus on talent attraction and retention, leadership, access to training and development and career development. Under these pillars, we have specific actions focused on breaking down the barriers women may face at every stage of their career with Sciensus. Our ambition is for these actions to deliver a material and sustained reduction in the gender pay gap.

In addition to our actions within the EDI strategy, we will continue our actions in the following areas:

- 1 We continue to offer internal applicants opportunities to progress their careers with internal recruitment campaigns and our company branding showcases all employees equally across written, image-based and video content and ensure that we feature employees from a broad spectrum of roles.
- 2 We continue to deliver bias training to help make your employees aware of such issues and empower them to catch their own bias and prevent it from affecting their behaviour or decisions. Training can be particularly important for employees responsible for duties like hiring, promoting or performance management.
- 3 We continually increase the capability of all employees, aligned to our Job Families framework, enabling opportunities for all.
- 4 We continue to offer flexibility.
- 5 We are reviewing our grade structures and benchmarking processes to enable transparency in the future.
- 6 We continue to enhance our NES accreditation strengthening our policies and practices to encourage development of female leaders.

While we are proud of the progress we have made, we recognise there is more to do. Transparency, accountability and action remain at the heart of our approach. By continuing to invest in our colleagues, challenge bias and create equitable opportunities, we are confident that Sciensus will continue to move closer to true gender parity.

Together, we are building a fairer, more inclusive future for all.

## Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements:



**Jackie Reeves**  
Human Resources Director