
Enabling a Healthier World

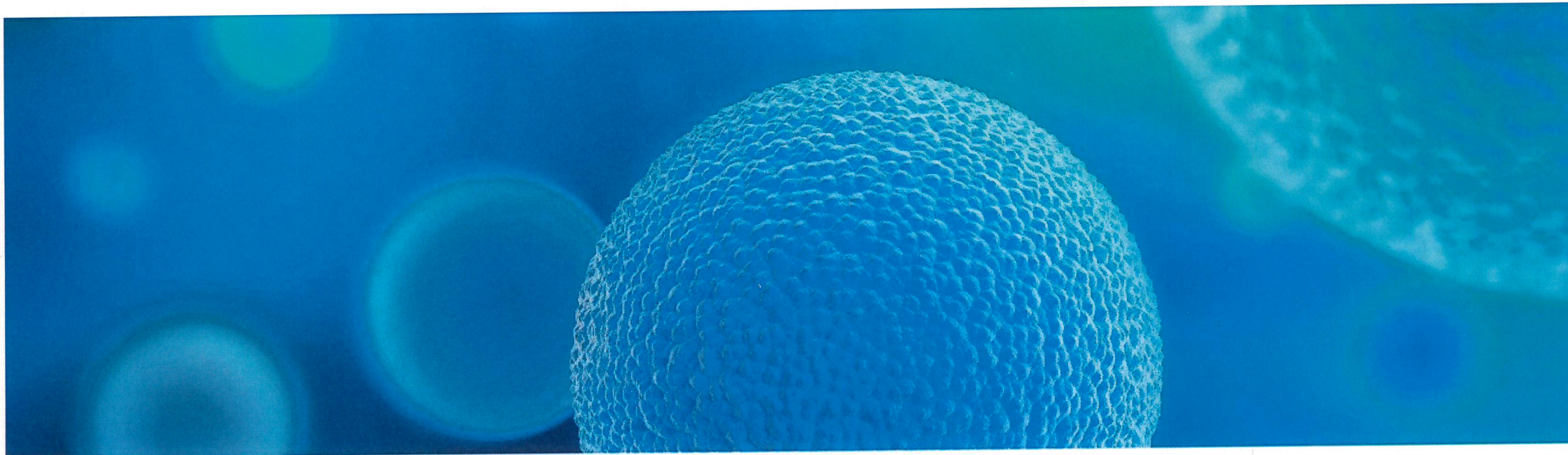
Lonza
Biologics

UK Gender Pay Gap

Report published 05 April 2023

20 March 2024

Business Use Only



Lonza and the UK Gender Pay Gap Information Regulations

Our commitment and practice provide a solid foundation as we strive for gender pay parity



Our goal: gender pay parity



Three UK sites are included in this report: Cambridge, Manchester and Slough



We grew by approx. 74 employees between April 2022 and April 2023



Over half of our employees are women



We are committed to support the Gender Pay Gap Information Regulations introduced in 2017, under the Equality Act 2010, which require companies with 250 or more employees in the UK to publish their gender pay gap each year.

All of our mandatory gender pay gap figures have been analysed by the internal Lonza Total Rewards team.

Lonza strives for gender pay parity and transparency.

Lonza's pay philosophy and practice reward the individual's role, skillset, and performance, regardless of gender, gender reassignment, ethnicity, age or other such factors.

Lonza Biologics plc's population grew between April 2022 and April 2023 by approx. 74 employees across our sites. 52.22% of our employees are women, this is increasing year on year.

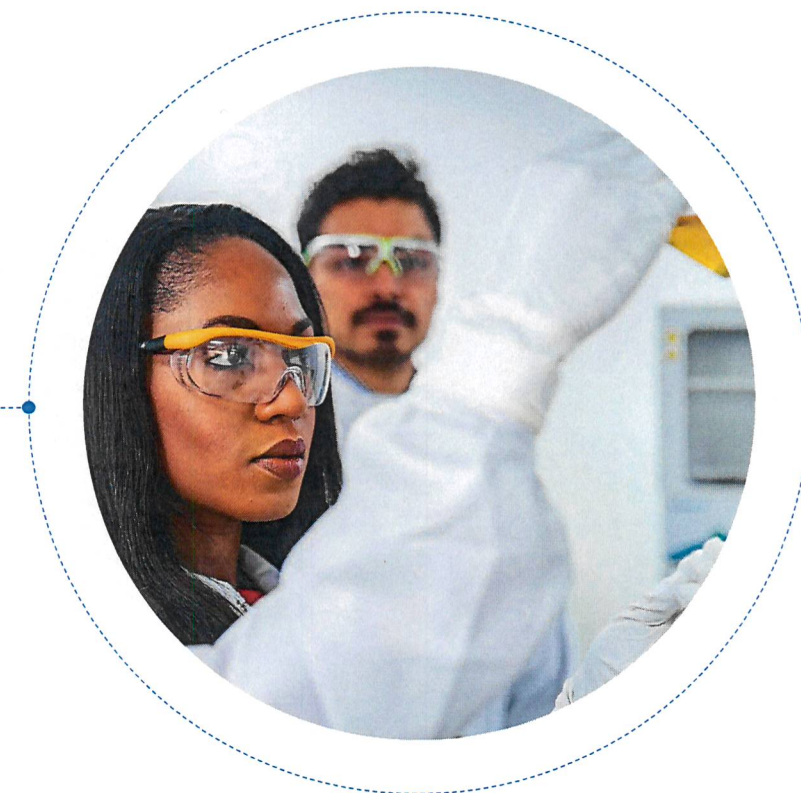
Reporting the numbers

We are committed to support the Gender Pay Gap Information Regulations introduced in 2017



As per the UK Government requirements:

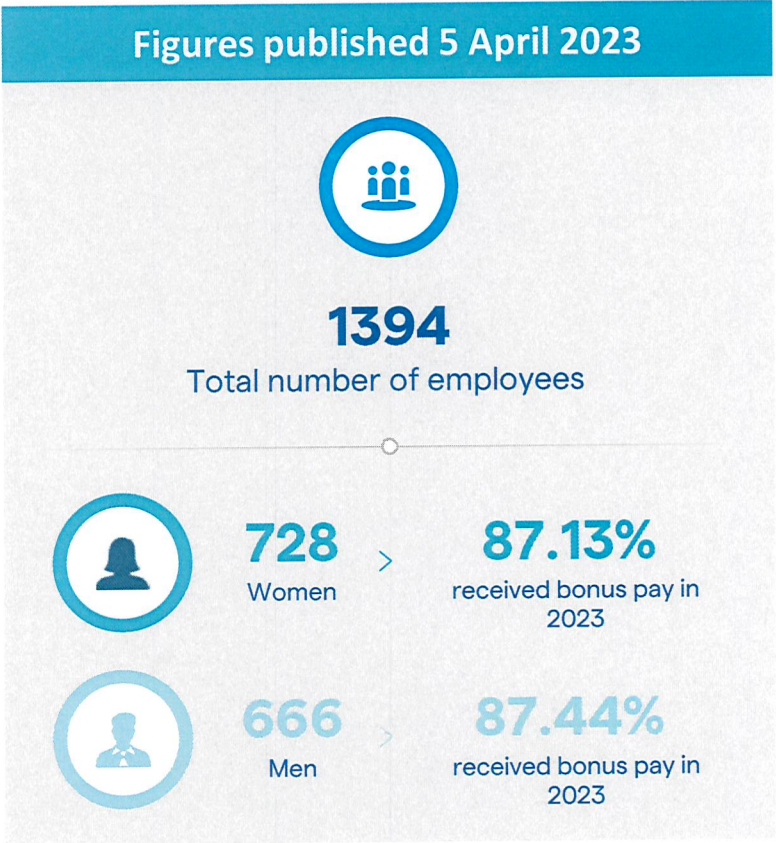
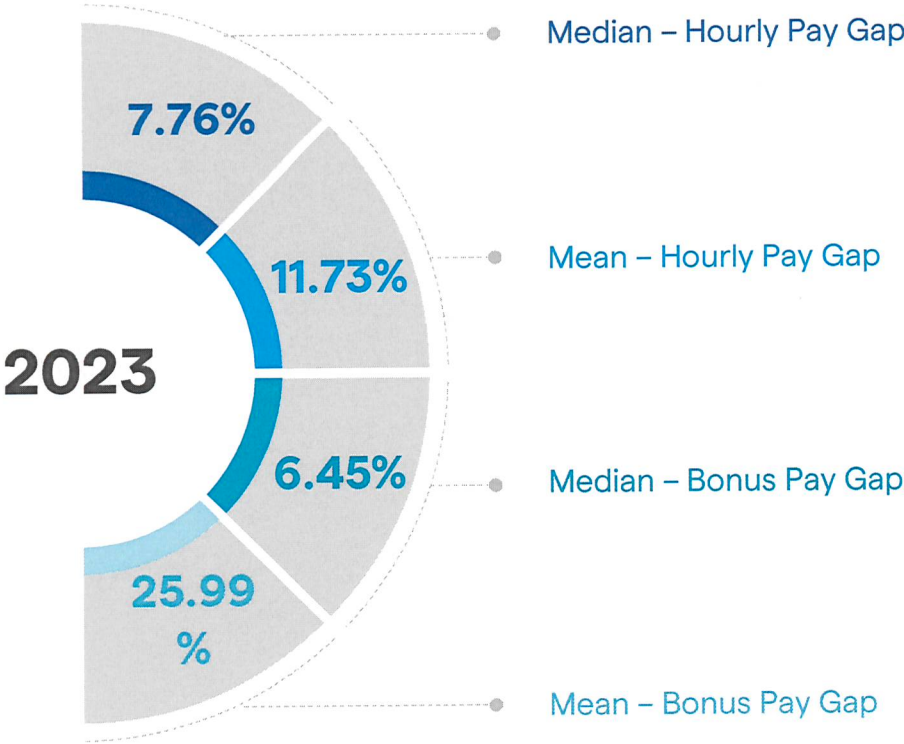
- The figures in this document are a “snap shot” taken on one single day - 5 April 2023
- The mandatory gender pay gap figures display the average (mean*) and median** gap between pay of women and men regardless of their job level and are therefore distinct from an equal pay for equal work analysis
- The figures have to be reported by pay quartiles (low / lower middle / upper middle / upper)



*The mean is the average of the numbers.

**The median is the “middle” of a sorted list of numbers. To find the median, place the numbers in value order and find the middle number.

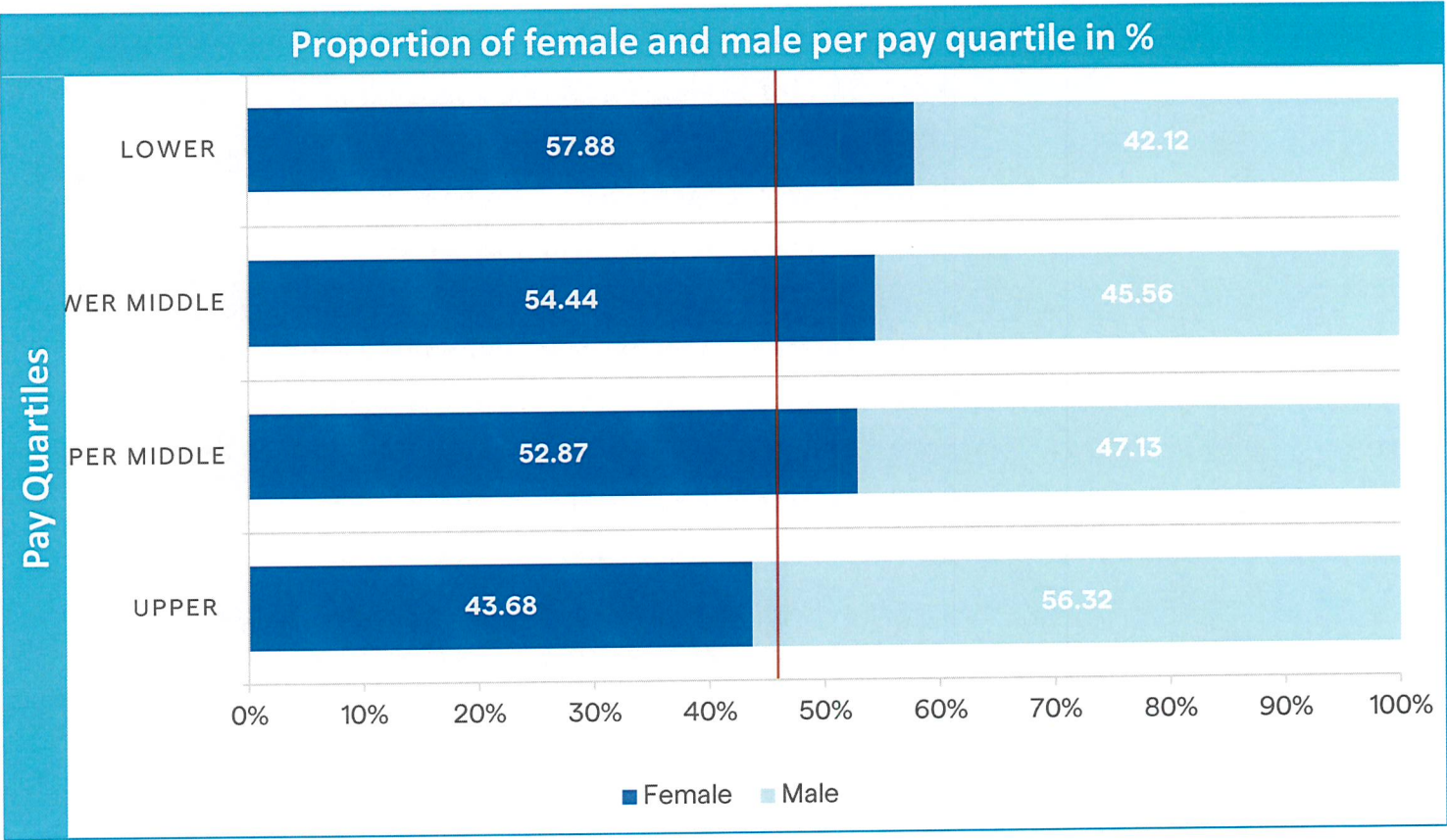
UK Gender Pay Gap – Hourly Rate and Bonus
Report published 5 April 2023



UK Gender Pay Gap – Pay Quartiles
Report published 5 April 2023



52.22%
of our employees
across the UK sites
included in this report
are women



UK Gender Pay Gap

What do the numbers tell us?



- ✓ The proportion of senior management relative to our total Lonza Biologics UK community is higher than what would be expected.
- ✓ Lonza Biologics in Slough hosts a variety of global senior management positions who work across different global parts of the organization, not directly supporting the UK operations.
- ✓ In line with industry standards, senior management positions carry higher salaries and have higher bonus targets.

01

While we are an equal opportunity employer, there is currently a greater proportion of men in senior management roles. Our Talent Development Programs are designed to increase visibility and opportunities to grow into senior management roles.

02

When looking at the data by Lonza's internal pay bands, we can see that our ongoing initiatives around diversity and flexible working arrangements have had a positive effect on the balance of men and women in each of the pay bands.

03

If "Equal Pay for Equal Work" is compared on each of these pay bands, there is no difference between female and male employees' remuneration.

Lonza Embraces Diversity

As part of our recruitment process, we ensure women know they are welcome



Diversity across the organization and at all levels ensures our work benefits from multiple approaches and perspectives.

Some of our initiatives from the last 12 months:



RiseUp@Lonza. This grassroots movement was set up by our employees to create opportunities for women to build relationships, gain confidence and be inspired. It is helping us to take small but important steps to drive change from within.



Slough and Cambridge workgroup focussing employee feedback on gender equality and raising awareness of issues that prevent women from advancing their careers. The Gender Equality workgroup is part of our Inclusion, Diversity and Belonging (IDB) initiative which currently also have active workgroups for Accessibility and Cultural diversity. This initiative will drive a review of our policies to ensure they encourage diversity and inclusion.

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We have made some smaller changes at the sites – including providing webinars on menopause, making period products free in all toilets (including male and disabled toilets for non-binary and transgender colleagues).

Lonza Embraces Diversity

We want all employees to be able to grow and develop in their careers



Ulrike Kaeppler

Chief Human Resources
Officer, Lonza

“We are committed to championing equality in pay and wider experiences throughout our organization. By fostering an inclusive culture that values and supports our people, irrespective of individual differences, we not only promote fairness but harness the diverse perspectives and talents that drive our collective success.”

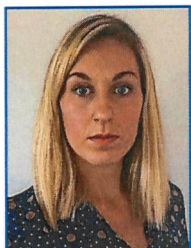
Lonza embraces diversity

We want all employees to be able to grow and development in their careers



Sharon O'Connell
Senior HR Business
Partner Slough

I started at Lonza in 2009 as an HR Advisor. During my time at Lonza, and 2 periods of maternity leave, I have developed and grown in experience in the HR field. Upon a change to the HR Business Partnering operating model, I have partnered across the Slough site with all the Site Leadership Team at some point which has developed my business acumen and agility especially in learning how to flex working styles adapting to different leaders. Following a promotion to Senior HR Business Partner in 2020, I have continued to be stretched and developed with many new challenges and opportunities. In 2022 I got the amazing opportunity to cover maternity leave and second to the Global HR Business Partner role in Corporate Functions partnering with Lonza's CIO and Global Head, General Counsel. This experience, through constant feedback and support, enabled me to evolve my skill set and expertise. Since my secondment ended, I went on to work with global Mammalian and Biologic Operations, as well as a Site function. Through my experience at Lonza, I have honed my abilities in successful HR partnering, contributing to my overall growth and effectiveness



Joanne Thurston
Head of QC, Slough

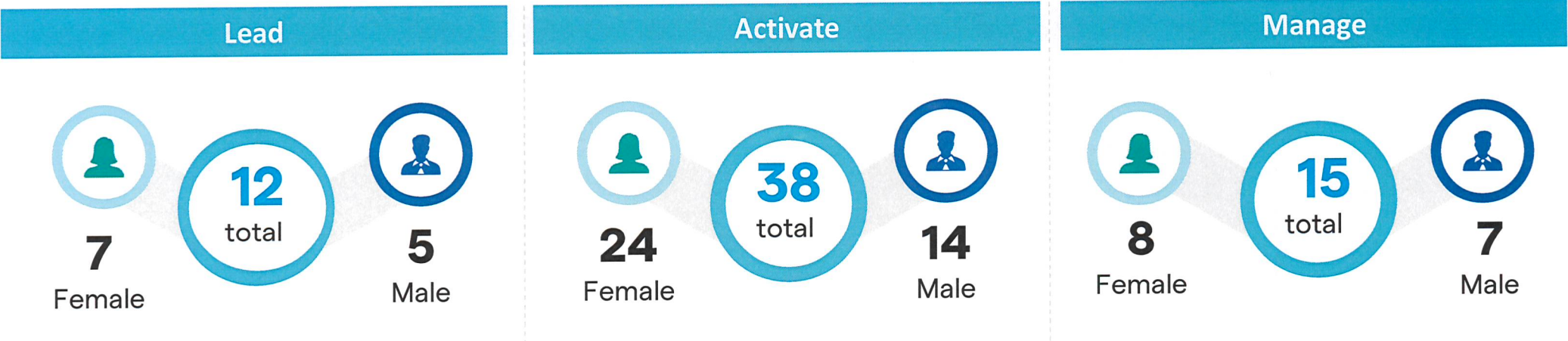
I joined Lonza 4 years ago as Head of Characterisation before moving into the role of Head of QC at the end of last year. Throughout my time at Lonza I have felt supported and encouraged by my line managers, who have provided opportunities for my development and helped me to understand my leadership potential. This support was particularly evident before and during my recent maternity leave, and I feel fortunate to work for a company where opportunities are provided regardless of circumstance or gender. This support and encouragement is a key driver for me to want to stay and grow at Lonza and I am excited for the future.



Angela Sandhu
Director, Program
Manager, Cambridge

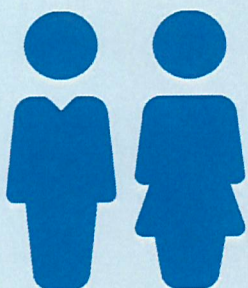
I started my career at Lonza as a University placement student, which was a fantastic opportunity. The guidance from my peers then was to do a PhD, so I followed that path. Once I had completed my PhD I joined Lonza Walkersville as the Head of Vaccine Media Development. Working in this role introduced me to some aspects of Project Management and gave me the transferable skills that I needed to become a Program Manager and I transferred to Customer Program Management in Slough. I worked in Customer Program Management as the Early Development Services PM, progressing from a PM 1 to a Principal PM. In my latest role I am the Head of Program Management for the Biologics R&D department, adding in the dimension of people management and learning about the R&D work that is going to shape the future of Lonza. During my time at Lonza I have developed numerous transferable skills and I look forward to continued personal development at Lonza.

UK Gender Pay Gap
Our commitment to Talent Development



The total number of employees on development programs includes the following courses in addition to the above:

- Customer Excellence (1 & 2)
- Excel (Intro, Inter & Adv)
- Chimp Management



**We are committed
to create a
workplace that
attracts and
develops women
and men alike**

In 2024 we are planning to:



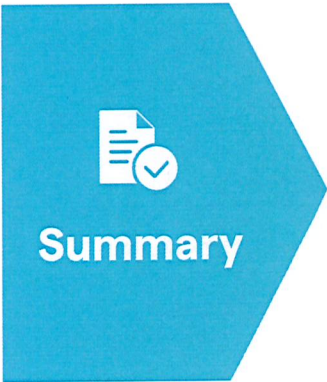
- Exploring how emerging technologies can help us understand the development goals of our Slough & Cambridge populations and inform the creation of high quality, tailored educational and development initiatives for all colleagues.
- Actively promoting the use of Individual development Plans (IDP) by all colleagues in 2024 through targeted initiatives including line manager support.



- Continue our support for Apprenticeship and Placement Programmes. Maintain our support of STEM initiatives such as Burnham Grammar School 'Young Scientist Of The Year' events.
- Continue our programme revision and updating using user feedback along with internal and external data sources to inform syllabus design.

UK Gender Pay Gap - Summary

As reported on the governance website



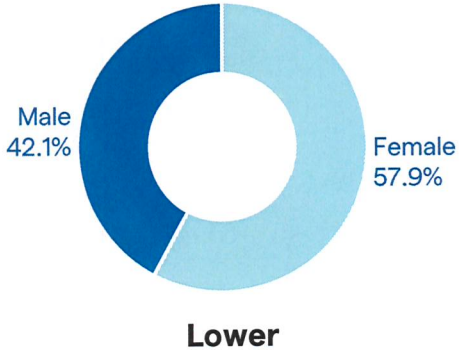
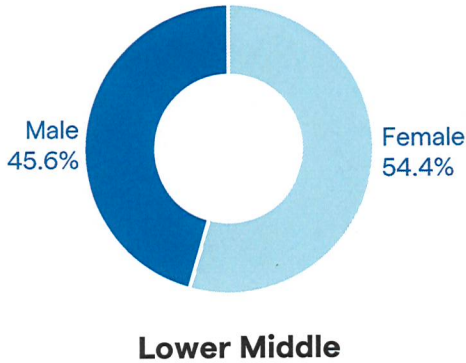
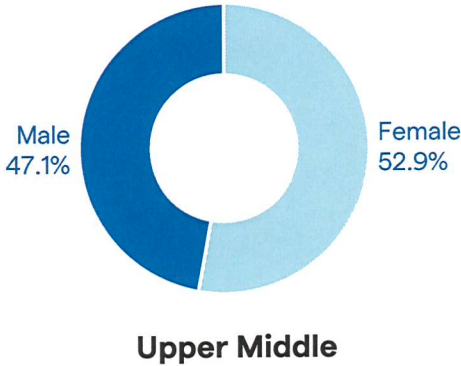
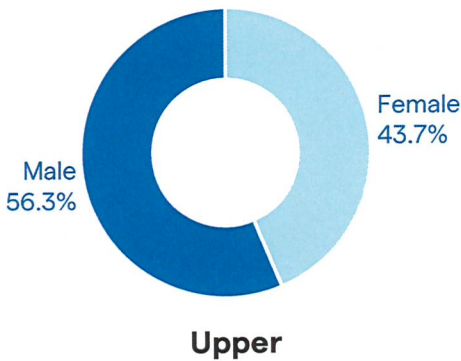
Summary

The following numbers are summarised as they are submitted to the UK Government on:

https://gender-pay-gap.service.gov.uk/?_sm_a_u_=iVVP4Z6frqN8Sn1Q

Women's hourly rate is	7.76% lower than male's hourly rate (median)	11.73% lower than male's hourly rate (mean)
Women's bonus pay is	6.45% lower than male's bonus pay (median)	25.99% lower than male's bonus pay (mean)
Who received bonus pay	88.44% of men	88.13% of women

Pay Quartiles



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Concluding Statement

We hereby confirm accuracy of our numbers and compliance in calculation with the mandatory figures required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Martin Wrankmore
VP Operations, Biologics, UK

21 March 2024

Business

