

# PPD'S UK Gender Pay Gap Report 2022



## WHO WE ARE

We are a global provider of clinical development and laboratory services, focused on operational excellence, we improve health by helping customers deliver life-changing medicines. Patients are always at the heart of our work. This is what drives us to continually reimagine – and reformulate – the future of pharmaceutical product development.

We deploy our passion, innovative spirit and an exceptional span and quality of solutions to demonstrate the effectiveness, safety and value of new therapies

## OUR GENDER PAY GAP REPORT

PPD is publicising this report pursuant to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. These regulations require all UK -based employers with 250 or more workers to publish annually specific metrics on their gender pay gap on their company website and the U.K. government website.

The report shows the difference in average pay between women and men, looking at all levels across the company in the U.K. It also examines the distribution of males and females throughout the organisation in terms of pay levels.

As with the previous reports, it's important to note that a gender pay gap is not the same as equal pay. Equal Pay is the concept of paying men and women equally for equivalent work. A gender pay gap report is not a pay audit and does not report on equal pay as it does not compare pay between men and women for specific roles.

This report also indicates how PPD's results have changed from the report published in 2021, and provide additional commentary to aid understanding.

# PPD METRICS

Reporting period: 6 April 2020 – 5 April 2021

## STATISTICS

The **median** gender pay and bonus gap is calculated by taking the midpoint of the lowest and highest bonus or pay for women and the midpoint of the lowest and highest bonus or pay for men, and comparing the two results.

The **mean** gender pay and bonus gap is calculated by summing up all the ordinary pay or bonus of women and dividing by the number of women, doing the same for men, and then comparing the two results.

## Gender Pay Gap

### Mean Gender Pay Gap in Hourly Pay

**9.1%**

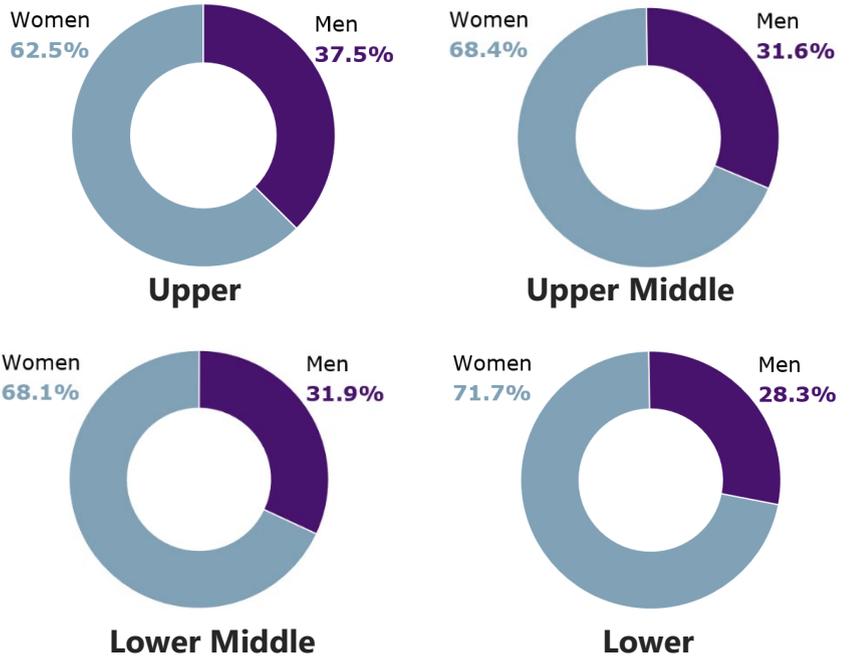
(expressed as a percentage of men's pay)

### Median Gender Pay Gap in Hourly Pay

**5.5%**

(expressed as a percentage of men's pay)

### Proportion of gender by pay quartile



## Gender Bonus Gap

### Mean Bonus Gender Pay Gap

**46.2%**

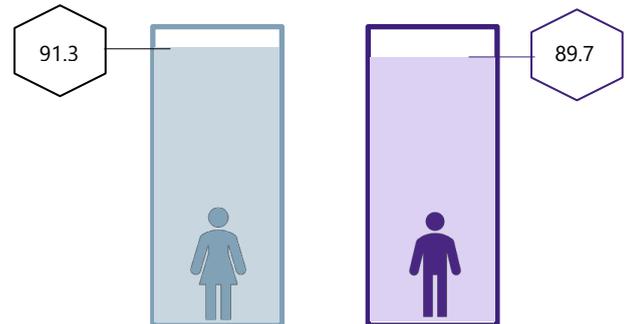
(expressed as a percentage of men's pay)

### Median Bonus Gender Pay Gap

**26.9%**

(expressed as a percentage of men's pay)

### Proportion of gender receiving a bonus



# KEY TAKEAWAYS

- Our mean and median hourly pay gap has decreased by 2.7% and 2.5% respectively to our 2021 report. The overall company breakdown of males and females remain static.
- There has been limited movement across the 4 pay quartiles.
- 91.3% of our female employees received a bonus versus 89.9% of males within the reporting year.
- Our pay gap continues, as in previous years, to be influenced by the relatively disproportionate representation of males in roles with highest hourly pay rates.
- PPD’s mean and median gender pay gaps of 9.1% and 5.5% respectively, continue to be lower than the national mean and median hourly gender pay gaps of 15.4% and 14.9%, respectively.
- PPD’s 2022 reporting year Mean Gender Bonus Pay Gap of 46.2% and Median Bonus Pay Gap of 26.9% is an improvement from the 2021 report. The current gap is primarily attributable to:

- A disproportionate representation of males in jobs/levels with higher short-term incentive target bonus percentages, and eligibility to participate in commission-based and long-term incentive plans.
- In addition, 15% of PPD UK employees are part-time, of which 94% are female. As bonus payments are calculated as a percentage of eligible annual pay, part-time employees tend to receive lower bonus payments.
- The improvements we’ve seen in the 2022 report are primarily attributed to:
  - An increase in female representation at the VP/SVP level, 45% were female at the 2022 snapshot date, compared with 27% at the 2021 snapshot date.
  - There has been an increase in female representation in Business Development roles, 50% were female compared to 27% at the 2021 snapshot date.
  - There was also a more consistent pay out of BD commission across both male and female.
  - At the more junior levels, there was a reduction in female headcount (A1-P2), and an increase in female headcount at the more senior levels which have a higher target bonus and generally higher salaries.

# KEY ACTIONS

PPD recognises that there are contributing factors to the gender pay gap, and the overarching aim is to address barriers or biases that may contribute to it.

This goal aligns with the company’s wider global strategy to remain competitive in attracting, motivating, retaining and developing industry-leading talent for all roles regardless of gender, age, race, religion, disability or any other form of discrimination.

**PPD will continue to address the gender pay gap through these key initiatives, among others**

<b>IN 2021, PPD:</b>	Continued ‘Creating an Inclusive Culture’ workshop for people managers which discusses barriers to inclusion such as bias
	Two female executive leaders have been added to the Talent, Culture and Inclusion Committee
	Expansion of Women’s Empowerment Network from Cambridge to include all EMEA employees
<b>TALENT MANAGEMENT</b>	Continued promotion of Global Mentoring Programme under the WEN umbrella. The programme now has 1,500 mentors and mentees
<b>ANALYSIS</b>	Continuously reviewed U.K. benefits provisions with the aim of enhancing policies to support women and eliminate barriers to internal mobility
<b>REWARD</b>	Launched the Global Remote Work policy to allow employees more flexibility
	Introduced enhanced maternity policy in January 2022

## Employee Spot Light

*PPD is committed to recruiting, developing and retaining the best talent for all roles to drive our performance, deliver for our clients and achieve our purpose and mission*

### **Pamela Williams**

*STM Director*



With an academic background in Parasitology, I was exposed to the world of clinical research. Knowing that this was the career for me, I started as a Clinical Research Associate (CRA) in pharma in 2001 before joining PPD as a Senior CRA in 2003. I progressed to Clinical Team Manager (CTM), where I worked with a number of inspiring people during this time, including Amber Lee, as my CTM line manager. I also worked with Andy Burr, who was the Project Manager (PM) on my study and learnt a lot from Andy (I'm not sure if he is aware of this!). Having been inspired to move into PM, I joined other Clinical Research Organisations (CRO)! Before making the move back to where my heart was – PPD.

I re-joined PPD in 2015 as a Principal Start Up Team Manager (STM) in Start Up. I thoroughly enjoyed the fast and dynamic nature in Start-up and became aware of the input from Feasibility. Through this, I took the leap to join Feasibility as a Strategist in the IRD (Infectious and Respiratory Disease) group in 2017, where I learned so much about the pre-award space and the data driven strategies used. I was then drawn to join Vaccines as a PM, which aligned with my academic background. I recently re-joined the Start Up family as a Start Up Group Lead in 2021, where I am able to utilise all my experience within PPD to support the teams.

Overall, my cross-functional awareness of a variety of groups within PPD has given me a unique experience to successfully develop my career within PPD.

**We confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017**

**Julia James  
General Counsel**