

# UK Gender Pay Gap report 2018

As part of its commitment to reducing the UK's gender pay gap, the UK government has asked all employers with 250 or more employees in England, Scotland and Wales to annually publish their gender pay gap figures.

The UK government first introduced the Gender Pay Gap legislation in April 2017. The regulation requires that companies with 250 or more employees are to publish their gender pay gap information annually on their own website and on a government website. The Gender Pay Gap is calculated across all jobs, at all levels within an organisation.

## Our 2018 Gender Pay gap data

Accord's aim is to provide access to high-quality, affordable medicines to patients around the world. We work together with one common goal to create an inclusive culture that achieves, not just for ourselves but delivers more for the benefit of patients worldwide. We are a company that believes in striving for fairness, inclusion, and above all else, equality for everyone that works for us.

As part of our commitment to equality for our employees we review and progress our approach to pay. In doing so we continue to support the fair treatment and reward of employees ensuring it is free from bias, including gender.

We realise that our commitment to gender diversity and fair pay needs to be continuous. We demonstrate this on-going commitment through our belief that it is the right thing to do and also our understanding that a diverse workforce will support our long term success.

## Accord-UK Ltd Gender Pay Outcomes

### Gender Pay Gap for Accord-UK Ltd

**Mean Gender Pay Gap**

**-4.3%**

On average men earn 4.3% less than women

**Median Gender Pay Gap**

**-1.9%**

On average men earn 1.9% less than women

**Mean Gender Bonus Gap**

**-1.8%**

On average men earn 1.8% less bonus than women

**Median Gender Bonus Gap**

**3.9%**

On average men earn 3.9% more bonus than women

Receiving a bonus payment is 100% for both Genders\*



We are proud to offer all of our employees the opportunity to participate in, and benefit from, our company bonus scheme\*.

\*These numbers excludes recent starters who are not eligible for bonus payments within the bonus plan year, and those excluded from bonus eligibility due to formal warnings.

## Proportion of males and females in each pay quartile

Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile	
Male	<b>61.7%</b>	Male	<b>66.7%</b>	Male	<b>58%</b>	Male	<b>62%</b>
Female	<b>38.3%</b>	Female	<b>33.3%</b>	Female	<b>42%</b>	Female	<b>38%</b>