At Abcam, our purpose is to serve life scientists to achieve their mission, faster. We achieve our best when our many diverse characteristics and backgrounds come together in pursuit of this purpose. We all bring our own unique attributes to work each day and every one of us plays a key role in delivering the promise we make to our customers.

Since reporting our first gender pay gap results in April 2018, we have continued to focus on achieving greater gender balance at all levels of our organisation through the action plan we shared at that time. We have set in motion a comprehensive review of our policies and practices for parental leave and flexible working based on feedback from our people. We have implemented a recruitment target of at least one woman on every shortlist for senior leadership vacancies. Our Women in Leadership group continues to gain momentum and we have also established internal networks and mentorship programmes. We have launched our new performance management approach - Performance with Purpose - and introduced a scientific approach to measuring potential with the aim of reducing unconscious and subjective bias in the development of our people.

Our lead figures for the UK are a mean pay gap of 20.2% and a median pay gap of 15.8%. Our mean bonus gap is 48.1% and median bonus gap is 6.1%. Compared to last year, this represents an increase to our pay gap figures, with the exception of our median bonus gap which has decreased. As per reporting regulations, the figures in this report are based on pay information from April 2018, meaning the action plan we committed to last year will not have had an impact on them.

Flexible working at Abcam

We partnered with London Business School (LBS) to research the impact of flexible working on employee productivity and wellbeing. The outcome of this study helped evolve our global approach to flexible working and we continue to support LBS research into gender equality.

Whilst we have made good progress on our commitments, fundamentally our gender pay gap results are behind where we aspire to be. We know that our gender pay gap is driven by a lack of women in senior positions and addressing this imbalance will not be immediate, though we believe that the commitments we have made will close it over time.

Women in Leadership group

Our Women in Leadership group continues to gain momentum, helping to guide the delivery of our action plan to address our gender pay gap. Its purpose is to act as an internal advocacy group for raising the profile and supporting the career aspirations of our key female talent.

We have seen indications that the actions we committed to last year are starting to bear fruit. These positive indicators represent evidence that our actions are beginning to deliver meaningful change in our organisation. Set out below are some key highlights of the last year:

- 67% of promotions to senior leadership positions were for women
- 62% of external hires into our most senior job levels were women
- 87% of senior leadership vacancies had at least one female candidate on the shortlist during the recruitment process
Our objective

Ultimately, our current position is not where we aspire to be and we are dedicated to addressing it over time, globally. We will continue to approach this ambition boldly with the introduction of new programmes, complementing existing initiatives that have shown promise so far. We believe that taking these actions will stimulate meaningful and necessary change.

I confirm the gender pay gap data in this report is accurate.

Nick Skinner
SVP Human Resources
How we measure our gender pay gap

What is the gender pay gap?

The gender pay gap is a measure of the difference in the mean and median pay of men and women, regardless of the nature of their work, across our UK organisation.

The gender pay gap does not measure equal pay. Equal pay relates to what women and men are paid for the same or similar jobs or work of equal value. In the UK, it has been illegal to pay women and men unequally for almost 50 years. We review our pay practices to safeguard that issues with equal pay are not encountered.

Legislative requirements

All UK companies with 250 employees or more on 5 April 2018 are required to report the following gender pay gap data:

- The difference in mean and median pay between male and female employees (based on hourly rates of pay as at 5 April 2018)

- Difference in mean and median bonus pay between male and female employees (based on bonus pay received in the 12 months preceding 5 April 2018)

- The proportion of male and female employees who received bonus pay

- The proportion of male and female employees across four proportional pay bands

What is the mean?

The mean is the average of all the numbers in a set. It is calculated by adding all of the numbers together then dividing by how many numbers in total there are.

\[
\text{Mean male pay} = \frac{\text{Number of male employees} \times \text{Lowest hourly pay} + \text{Number of male employees} \times \text{Median hourly pay} + \text{Number of male employees} \times \text{Highest hourly pay}}{\text{Number of male employees}}
\]

What is the median?

The median is the middle of a sorted list of numbers. It is calculated by placing all of the numbers in value-order and finding the middle.

\[
\text{Mean hourly pay gap} = \frac{\text{Mean male pay} - \text{Mean female pay}}{2}
\]
Our gender pay gap results

United Kingdom

Mean hourly pay
- April 2017: 14.2%
- April 2018: 20.2%

Median hourly pay
- April 2017: 11.1%
- April 2018: 15.8%

Mean bonus pay
- April 2017: 45.6%
- April 2018: 48.1%

Median bonus pay
- April 2017: 12.8%
- April 2018: 6.1%
### Pay quartiles 2017

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Female %</th>
<th>Male %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top</td>
<td>43.1</td>
<td>56.9</td>
</tr>
<tr>
<td>Upper middle</td>
<td>49.5</td>
<td>50.5</td>
</tr>
<tr>
<td>Lower middle</td>
<td>56.4</td>
<td>43.6</td>
</tr>
<tr>
<td>Lower</td>
<td>56.5</td>
<td>43.5</td>
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</table>

### Pay quartiles 2018

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Female %</th>
<th>Male %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top</td>
<td>39.3</td>
<td>60.7</td>
</tr>
<tr>
<td>Upper middle</td>
<td>50.8</td>
<td>49.2</td>
</tr>
<tr>
<td>Lower middle</td>
<td>62.0</td>
<td>38.0</td>
</tr>
<tr>
<td>Lower</td>
<td>58.2</td>
<td>41.8</td>
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</table>

### Action plan set in April 2018

1. **Agree targets for female representation in senior leadership roles**
   - Internal stakeholders have been consulted and external research completed
   - Implement targets for female representation in senior leadership roles

2. **At least one female candidate on every shortlist for senior leadership vacancies**
   - Great progress has been made with 87% of senior leadership vacancies having had women shortlisted over the year
   - Continue work to ensure there is one female candidate on every senior leadership shortlist

3. **Survey feedback from employees on, or having returned from, parental leave**
   - A series of focus groups with colleagues returning from parental leave have been held which provided excellent insights to inform policy review
   - Action feedback in the implementation of new policies

4. **Review global approach to flexible working and maternity/paternity leave**
   - Highly acclaimed flexible working study was conducted in partnership with London Business School
   - Continue global roll-out of flexible working policy in APAC
   - Continue embedding and communicating flexible working approach in EMEA and USA
   - Launch new parental leave policy

5. **Launch unconscious bias training for managers**
   - Unconscious bias training programme has been developed and plans are in place to launch first sessions in 2019
   - Introduction of unconscious bias training globally
   - Continue roll-out of JDI framework globally

6. **Establish internal coaching network**
   - Development networks and internal mentorship/coaching programmes have been established to enhance current programmes
   - Continue to develop our internal networks for women and for families.
   - Implement enhanced coaching network for high potential women in our business

### Progress so far

#### Female %

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>2018</td>
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</tr>
<tr>
<td>2017</td>
<td>25.4</td>
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<tr>
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<td>30.2</td>
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<tr>
<td>2017</td>
<td>27.9</td>
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</table>

#### Male %

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
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<tr>
<td>2017</td>
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<tr>
<td>2018</td>
<td>49.2</td>
</tr>
<tr>
<td>2017</td>
<td>43.6</td>
</tr>
</tbody>
</table>

### 2019 priorities

- Implement targets for female representation in senior leadership roles
- Continue work to ensure there is one female candidate on every senior leadership shortlist
- Action feedback in the implementation of new policies
- Continue global roll-out of flexible working policy in APAC
- Continue embedding and communicating flexible working approach in EMEA and USA
- Launch new parental leave policy
- Introduction of unconscious bias training globally
- Continue roll-out of JDI framework globally
- Continue to develop our internal networks for women and for families.
- Implement enhanced coaching network for high potential women in our business