

Gender Pay Gap Reporting 2023/2024
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Overview

Pay data has been analysed to support the annual Gender Pay Gap reporting requirements. 2023/2024 results show a decrease in the mean gender pay gap and a slight decrease in the representation of female staff in the lowest quartile.

The key points are:

- **Mean gender pay gap 8.83%** (2022/2023: 13.20%)
- **Median gender pay gap 7.98%** (2022/2023: 9.10%)
 - 2023/2024 illustrates an increase in females holding more roles within Quartiles 2 and 4 than in the previous year, reflected in the overall reduction in the mean gender pay gap
 - Data shows more males holding higher graded roles within the organisation, attracting higher hourly rates of pay, which is reflected in the overall mean gender pay gap:
 - Quartiles 1+2 – 51.3% male, 48.7% female (50.30% male, 49.7% female in 2022/2023)
 - Quartiles 3+4 – 67.6% male, 32.4% female (63.31% male, 36.69% female in 2022/2023)
 - Engineering roles trend towards the higher Quartiles, of which females represent only 18% of the overall team, thus contributing towards the organisation’s gender pay gap
- Two bonus schemes are available to employees:
 - “Employee Referral Bonus Scheme” – bonus payments are made to employees for successful referrals to the company
 - “Recognition Bonus Scheme” – vouchers are awarded for the recognition of performance above and beyond that expected

These schemes are available to all employees, with 14 females and 14 males receiving a bonus in 2023/2024, representing 22.6% of female employees and 15.6% male employees. Mean bonus payments favour females with £77.86 paid on average, with males receiving an average of 58% less at £49.29.

- The average mean gender pay gap in the UK across all reporting sectors in 2024 is 14.3%, down from 14.9% in 2023 (source: Office for National Statistics). Whilst Porton Biopharma remains below the overall average, it is recognised that there are areas which could be targeted for improvement.

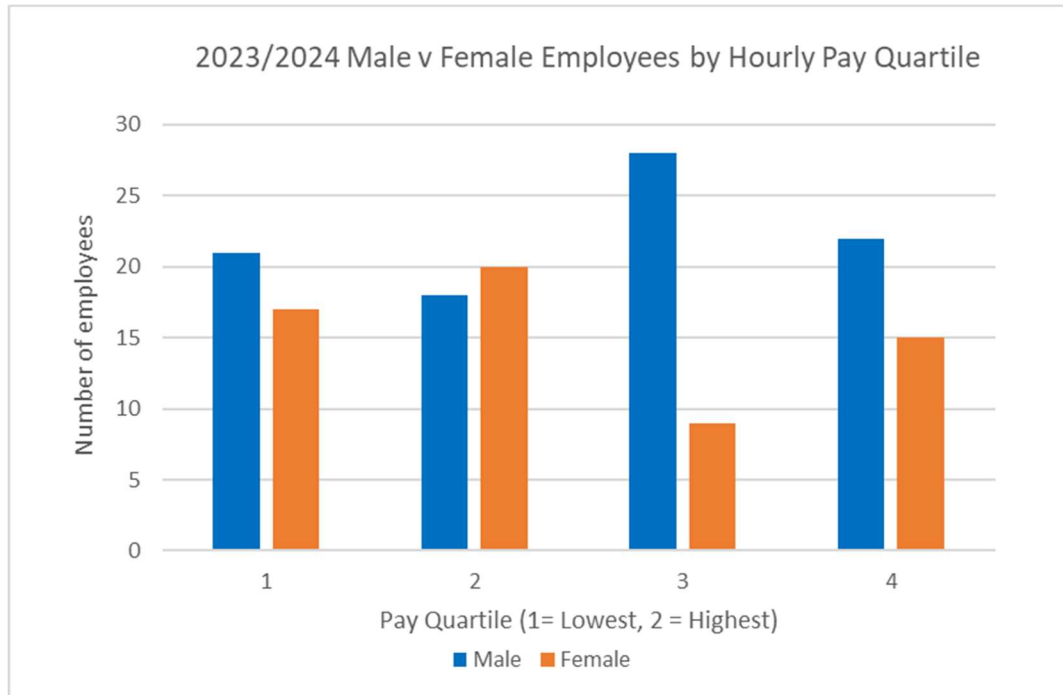
1) Gender Pay Gap Reporting

	2023/2024		
	Male	Female	Variance
Number of staff	90	62	
Mean hourly rate	£ 21.96	£ 20.18	8.83%
Median hourly rate	£ 18.97	£ 17.57	7.98%
Mean bonus payments	£ 49.29	£ 77.86	-57.97%
Median bonus payments	£ 50.00	£ 50.00	0.00%
Number of staff paid a bonus	14	14	
Bonus proportion	15.56%	22.58%	

	2022/2023		
	Male	Female	Variance
Number of staff	192	146	
Mean hourly rate	£ 19.10	£ 16.87	13.20%
Median hourly rate	£ 16.42	£ 15.05	9.10%
Mean bonus payments	£ 52.63	£ 50.00	5.00%
Median bonus payments	£ 50.00	£ 50.00	0.00%
Number of staff paid a bonus	19	17	
Bonus proportion	9.90%	11.64%	

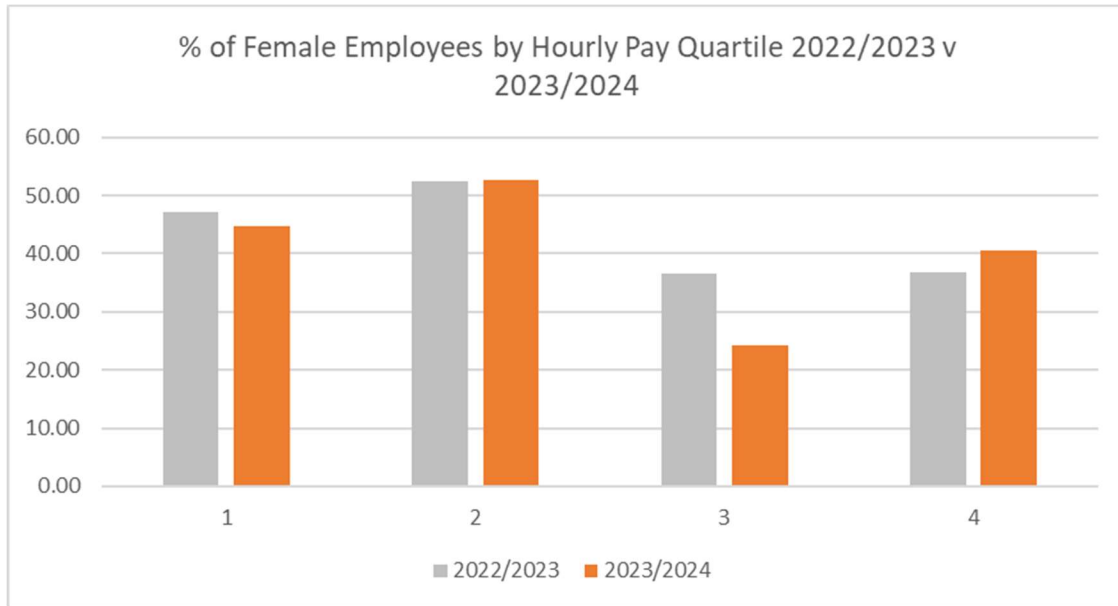
The mean gender pay gap is 8.83%, a 4.37% decrease from 13.20% in 2022/2023, and the median gender pay gap is 7.98% reducing from 9.10% in 2022/2023

The mean bonus payment gender pay gap is -58%, decreasing from 5% in 2022/2023 and median bonus gender pay gap is 0.00% against 0.00% in 2022/2023

2) Split of Male v Female Employees by Hourly Pay Quartile

2023/2024

Quartile	No in quartile	Male	Female	% Male	% Female
1	38	21	17	55.26	44.74
2	38	18	20	47.37	52.63
3	37	28	9	75.68	24.32
4	37	22	15	59.46	40.54

- The highest proportion of female employees are in quartile 2, with the lowest proportion in quartiles 3 and 4
- The overall split of males and females across the organisation is 59.3% and 40.7% respectively, a decrease from the prior year of 56.8% and 43.2%
- A lower proportion of males in quartile 2 is mirrored by higher proportions in quartiles 3 and 4
- This reflects a larger proportion of males within the organisation holding higher graded roles, attracting higher hourly rates of pay

3) Movement in Female employees by quartile 2022/2023 v 2023/2024


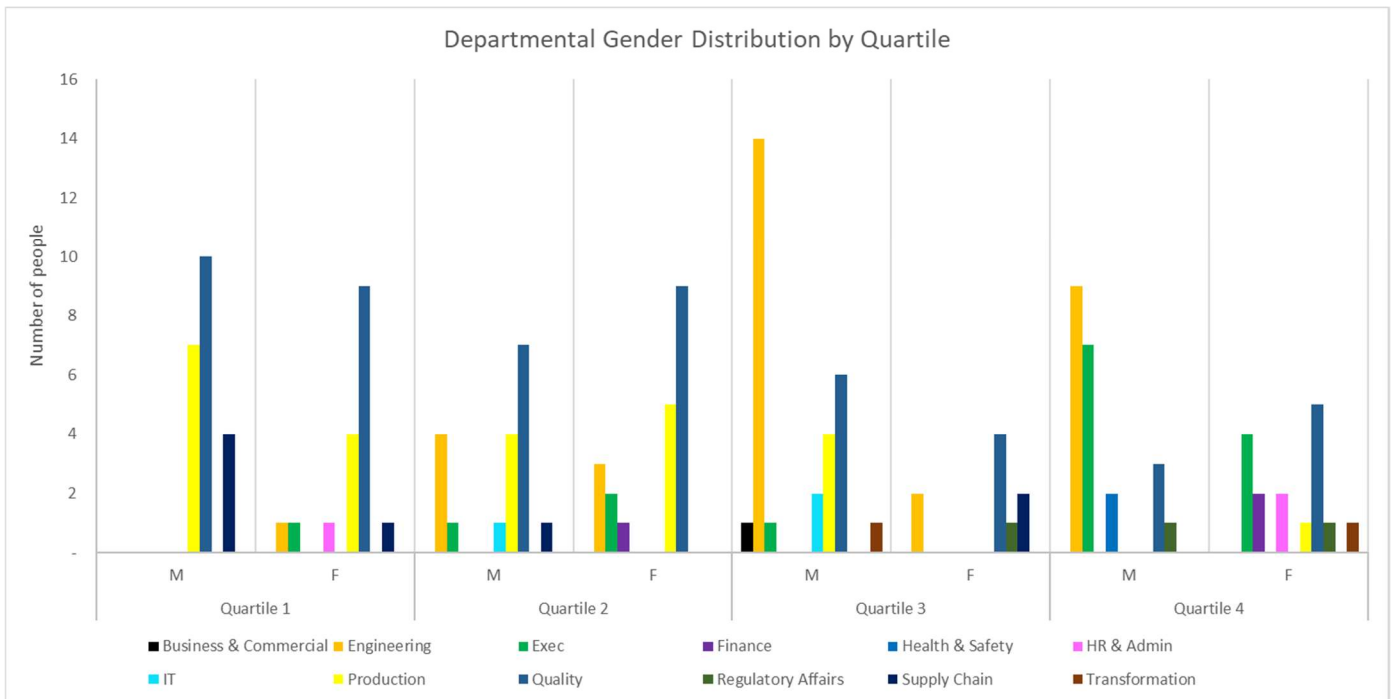
The representation of female staff in 2023/2024 versus 2022/2023 shows increases in quartiles 2 and 4, meaning that more females held higher graded roles than in the previous year.

4) Gender Pay Gap for Bonuses

Gender Pay Gap for bonuses			
	Female	Male	% Gender Pay Gap for bonuses
Total Number of female employees	62	90	
Number of employees who received bonus	14	14	
% who were paid a bonus	22.58%	15.56%	
Mean	£77.86	£49.29	-57.97%
Median	£50.00	£50.00	0.00%

- A total of £1,780, down from £1,850 prior year, was awarded to employees with £1,090 (61% of payments) paid to females and £690 (39%) to males.

5) Departmental Gender Distribution by Quartile



- Quality roles primarily occupy Quartiles 1 and 2, of which 48.6% are male and 51.4% are female
- Quality and Production roles are represented throughout each of the four Quartiles, representing a broad range of responsibilities held. Within each quartile, Quality reflects a relatively equal split between males and females across the quartiles with 51% of the team overall being female. Production is, in majority, across quartiles 1 and 2 with a 45% female mean average across these quartiles in comparison to only 40% of all production roles being held by female employees
- Engineering roles are mainly represented in Quartiles 3 and 4; these roles are held by males primarily, with females representing only 18% of the overall Engineering team, albeit an improvement from 14% of team last year
- Business support functions (Executive team, Finance, IT, Business & Commercial and HR & Admin) are mostly represented within Quartile 4, with a 50:50 split of males to females respectively being consistent with the prior year

Background

Like many companies in our industry, Porton Biopharma is affected by the disproportionate representation of males in engineering and science among students of STEM subjects leading into those careers.

Porton Biopharma continues to seek to improve the representation of females all levels within the business, whilst seeking to recruit and retain talented individuals whatever their background and gender, by promoting a suitable working environment and family friendly policies where practical.

Equal Pay

Equal pay deals with the pay differences between males and females who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are male or female.

We are confident that males and females are paid equally for doing equivalent jobs across our business.

We are in line with other manufacturing organisations of our size and have reduced gender pay gap to 5.47% better than the UK average (8.83% PBL vs 14.3% UK average)

Improving representation

We are committed to continuing to improve the representation of females at all levels within the business. We also seek to contribute to the encouragement of females in science generally, through engagement with local schools and universities with initiatives planned for 2024.