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## VWR GENDER PAY REPORT

As of April 2017, new legislation requires UK employers of more than 250 employees to publish their gender pay gap information. Our organisation has taken a leading and visible position in providing gender pay gap information to its employees.

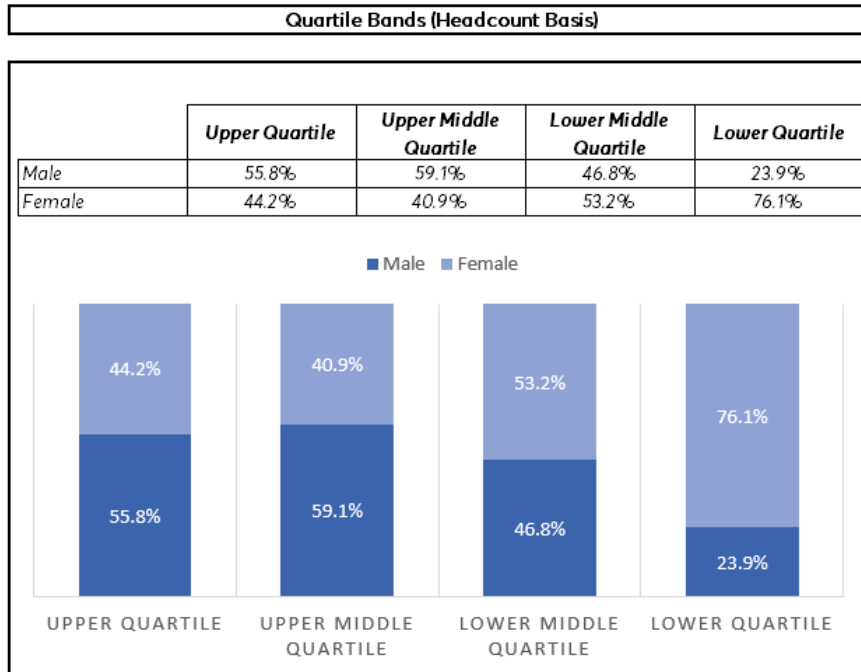
### Introduction

We have taken the time to analyse the data in great depth. Set out below is a general summary of the data captured and the trends identified. This report does not provide an in depth summary and consequently doesn't identify the negative impact factors such as unpaid leave and long term absence have had on the results displayed below.

### Understanding the Gap

- Compared to the previous year's figures, our gender pay gap data for 2018 demonstrates an improvement within the 'lower middle' quartile of our business to an almost even split between genders. Although there is still a large disparity between the gender pay gap of males and females within the 'lower quartile', the roles are still largely dominated by females. The roles within the 'lower quartile' provide greater opportunities for flexible working. Whilst we do actively encourage gender neutral recruitment, we are still struggling against the social norms regarding gender roles within families.
- On a positive note, the data below demonstrates how the gender pay gap decreases in the lower and upper middle quartiles as the organisation embraces a more even split between male and female associates in comparable roles. This has been a result of internal promotions within the organisation, our commitment to development and the support we have provided our employees in terms of flexible working.
- Due to the high number of Associates on individual performance based bonus schemes, this has also negatively impacted the data set out below. Although the bonus earning potential is identical between genders, as males have outperformed females in their performance, this has increased the disparity between genders when calculating hourly rates. However, we have already taken the opportunity to review the next reporting period and current indicators have demonstrated that this disparity is likely to significantly reduce.

The following image illustrates VWR's gender distribution across four equally sized quartiles, each containing approximately 94 Associates.



### Pay Gap between Males and Females for 2018

Although the total mean pay gap indicates 11.5% overall, within each quartile it is at virtual parity. The overall figure is being driven by the significantly higher number of females within the lower quartile.

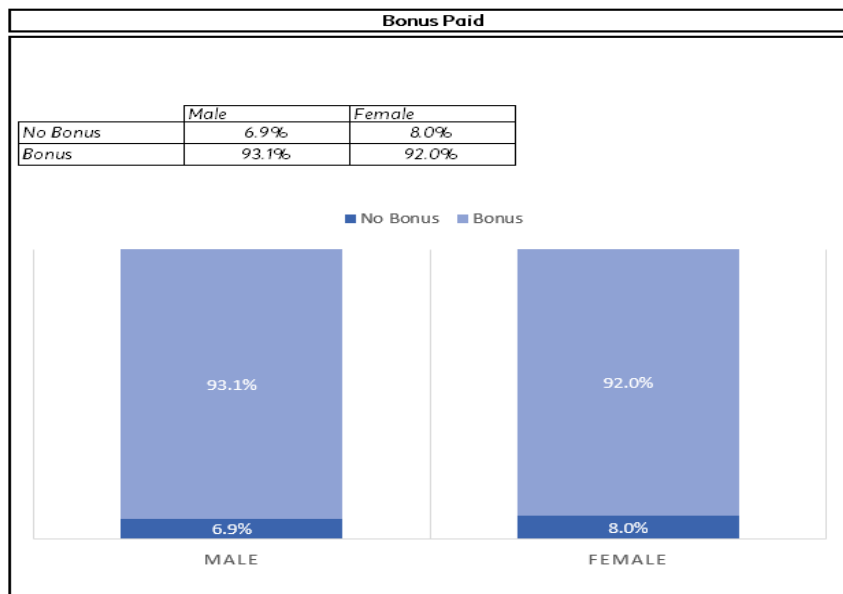
<b>Gender Pay Gap</b>					
<b>Mean Gender Pay Gap</b>	-5.2%	1.0%	-1.3%	1.5%	11.5%
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Total
Male	£ 50.78	£ 24.61	£ 16.79	£ 13.68	£ 26.35
Female	£ 53.43	£ 24.36	£ 17.01	£ 13.49	£ 23.31

<b>Median Gender Pay Gap</b>	8.0%	-0.1%	-0.7%	1.7%	24.2%
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Total
Male	£ 45.32	£ 24.77	£ 16.68	£ 13.99	£ 22.92
Female	£ 41.70	£ 24.79	£ 16.80	£ 13.75	£ 17.37

<b>No Heads</b>	% Female ->	44.2%	40.9%	53.2%	76.1%	53.5%
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Total	
Male	53	55	44	22	174	
Female	42	38	50	70	200	

## Bonus Gap between Males and Females for 2018

The below image illustrates the portion of individuals who received bonus payouts for their 2017 performance. There was a 1% difference between the number of men and women who received this recognition and this has not moved from the previous year. The Associates not receiving a bonus is due to their length of service.



### Conclusion;

It is challenging to make significant changes to the gender make up of our business within a short period of time. Furthermore, it is hard trying to improve our figures against societies views and social norms when it comes to flexible working. However, we are starting to witness a move towards shared parental leave, which we are hoping will have a positive improvement on our data in the next few years.

VWR will continue to focus on gender neutral recruitment policies, internal talent development and succession planning, which is supported by a culture of continuous learning. During 2019, we will be launching a "job levelling and compensation banding" programme to ensure parity between comparable roles.

We strongly believe that our gender pay gap is not driven by differentiating compensation between genders, rather it is driven by the disproportionate number of females in the 'lower quartile' of our organisation.