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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 analyze 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.

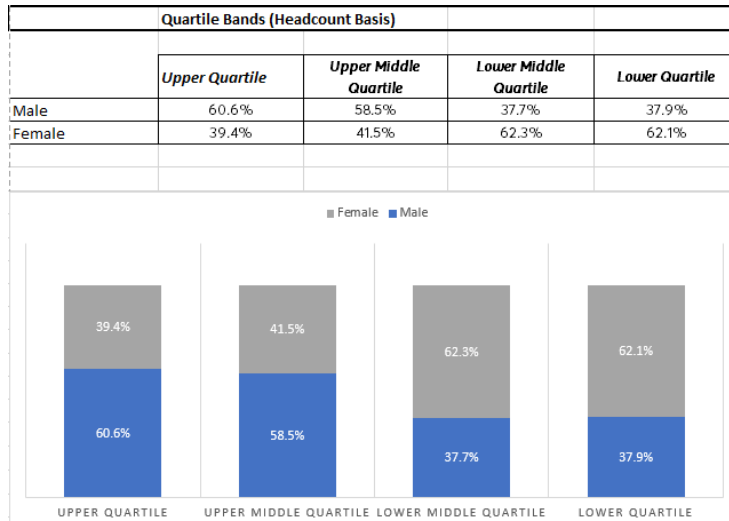
Understanding the gap

Compared to the previous year's figures, our gender pay gap data for 2020 demonstrates an improvement within the upper 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 middle' and '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 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 and remote 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.

The following image illustrates our gender distribution across four equally sized quartiles, each containing approximately 98 associates.



Pay gap between males and females for 2020

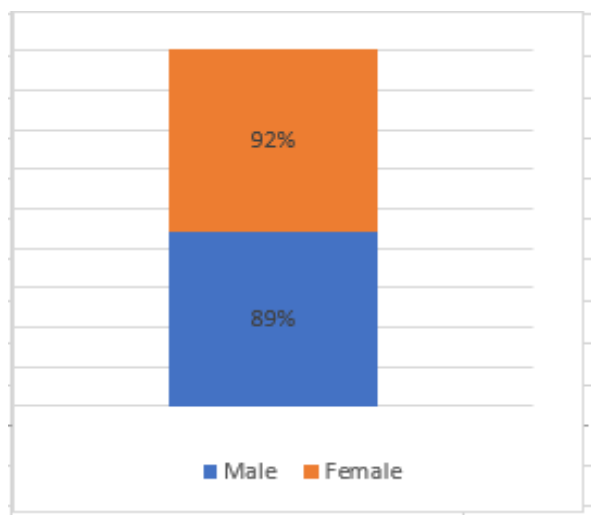
Although the total mean pay gap indicates 14.8% overall, the overall figure is being driven by the significantly higher number of females within the lower middle and lower quartiles.

Gender Pay Gap					
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Total
Mean Gender pay Gap	-5.9%	2.3%	1.1%	-4.0%	14.8%
Male	£ 46.31	£ 24.24	£ 17.32	£ 13.10	£ 26.63
Female	£ 49.07	£ 23.69	£ 17.12	£ 13.63	£ 22.68
Median Gender pay Gap	10.9%	6.9%	-2.4%	-2.5%	0.6%
Male	£ 45.32	£ 24.77	£ 16.68	£ 13.99	£ 22.92
Female	£ 40.37	£ 23.07	£ 17.08	£ 14.34	£ 22.79
No Heads					
Male	53	55	44	22	174
Female	39	40	47	53	179

Bonus gap between males and females for 2020

The below image illustrates the portion of individuals who received bonus pay-outs for their 2020 performance. There was a 3% difference between the number of men and women who received this recognition, and it was the female gender that was slightly higher which is an improvement on previous years. The Associates not receiving a bonus is due to their length of service.

Proportion Receiving Bonus Payment	
	%
Male	89%
Female	92%



Conclusion

Alike previous years, it is challenging to make significant changes to the gender differences within of our business especially with the impact of societies views and social norms when it comes to flexible working. However, we have seen encouraging signs with the move towards shared parental leave, which has had a positive improvement on our data compared to the last few years.

We will continue to focus on gender neutral recruitment policies, internal talent development and succession planning, which is supported by a culture of continuous learning. In 2019, we launched the "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 middle and lower quartile of our organisation. Now we have a greater balance of male/female at lower quartile we now shift our focus to manage our talent pipeline to progress through the organisation to create a more diverse workforce through all levels.

VWR is a channel brand of Avantor, and this year, the company has appointed a Global Director of Diversity who will establish a global, enterprise-wide framework for diversity. We have also completed actions which include Diversity training for the entire organisation and interview training to avoid unconscious bias.

We have also created an ACT Women in Business community and offer several events, to establish a collective voice for women. The purpose is to create a safe environment to engage, inspire and support Avantor women across the globe.

In addition to proactive intervention, our local operations in the UK have also taken the opportunity following the pandemic to pilot home working for those roles that are outside key workers status, and this has worked successful in the UK. Currently 37% of our workforce are now working on either homeworking or hybrid contracts. Now the UK government have announced that offices can open; we have taken the opportunity to offer associates a choice to return to office based, hybrid or home based. Associates have fed back this is a positive more which will increase/improve flexible options for associates in the future.

With a combination of our strategic diversity framework, training, and a diversity lens being applied to all HR policies, we continue to improve our focus on creating an inclusive environment for all to belong at Avantor.