

# Our 2018 Gender Pay Gap Report

## Biotec Services International Ltd trading as PCI Pharma Services

**We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.**

### Pay and Bonus Gap 2018

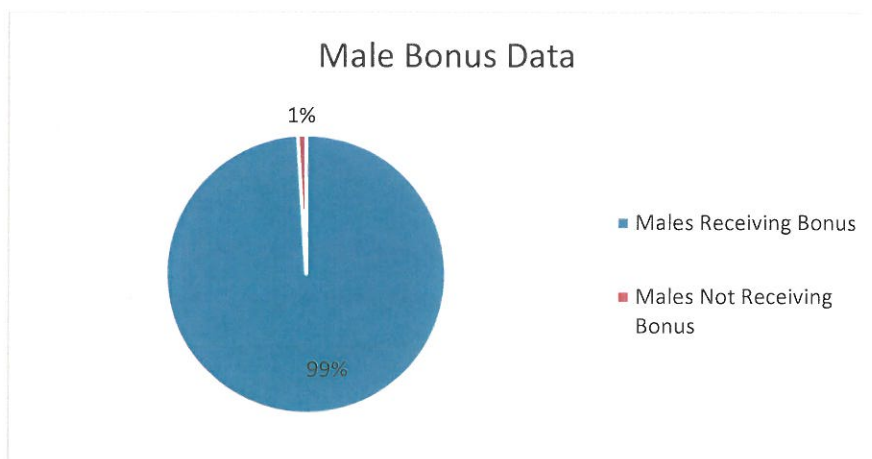
Difference between men and women		
	Mean	Median
Hourly fixed pay	4%	-8%
Bonus paid	23%	0%

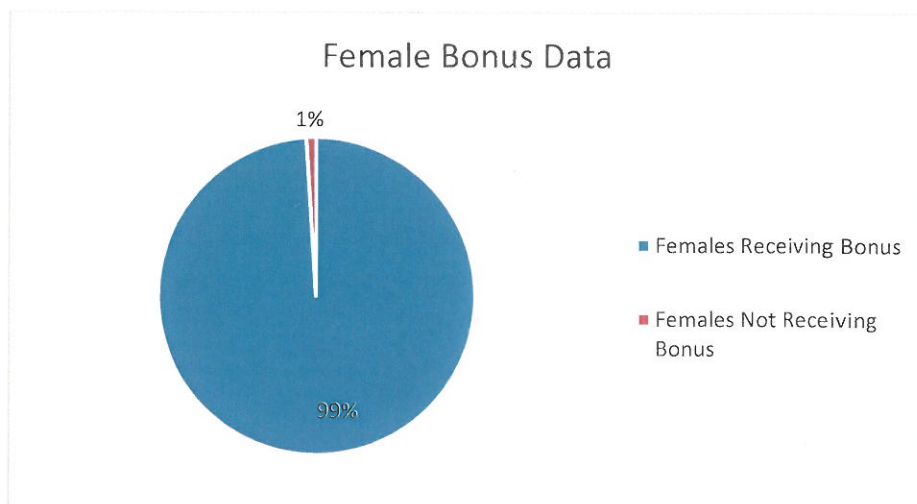
The tables above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2018). As you can see we have made significant improvement based on last year for hourly pay closing the gap further than 2017.

The tables above also captures the mean and median differences between the bonuses paid to male and female in the year up to 5 April 2018 i.e. for the 2017 performance. Due to internal movements and promotions our structure has changed significantly compared to 2016 which has affected the 2017 figures. However, we are striving to improve this in 2018. Our figures do take into consideration colleagues who were on maternity leave during the snapshot date.

The above tables show PCI takes the gender pay gap seriously with a very little pay difference between male and female colleagues. As seen above, female staff are leading the way in relation to hourly pay.

### Proportion of colleagues awarded a bonus for 2017



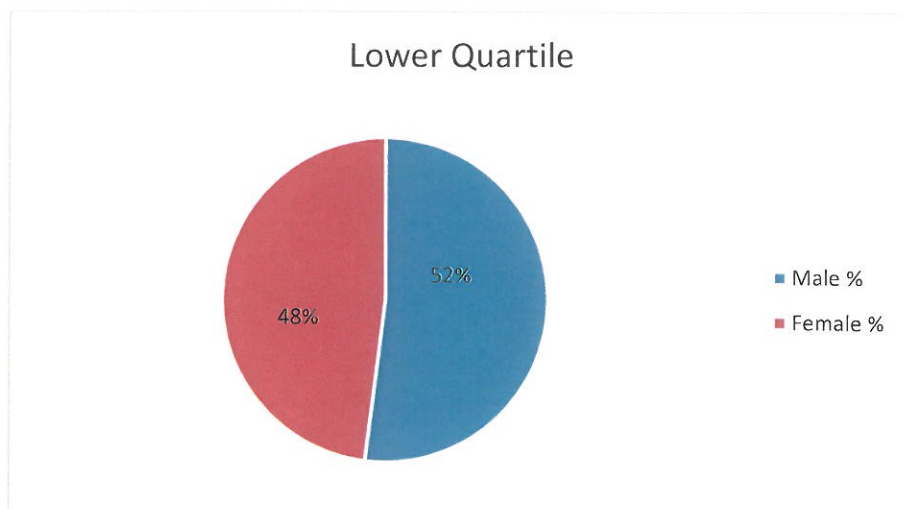


The above charts show that exactly the same percentage of male and female colleagues are being paid a bonus for their performance in 2018. This is an improvement on last year where there was a 2% difference.

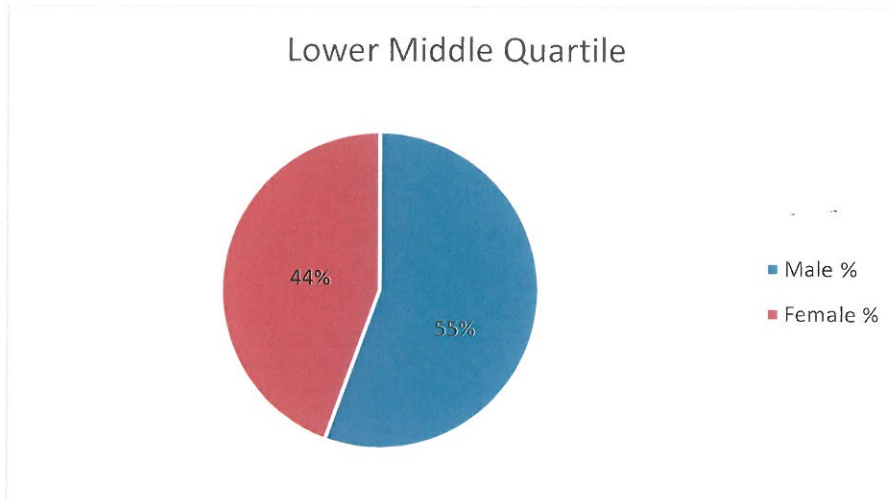
### Pay Quartiles

The information below illustrates the gender pay at PCI Bridgend across four quartiles.

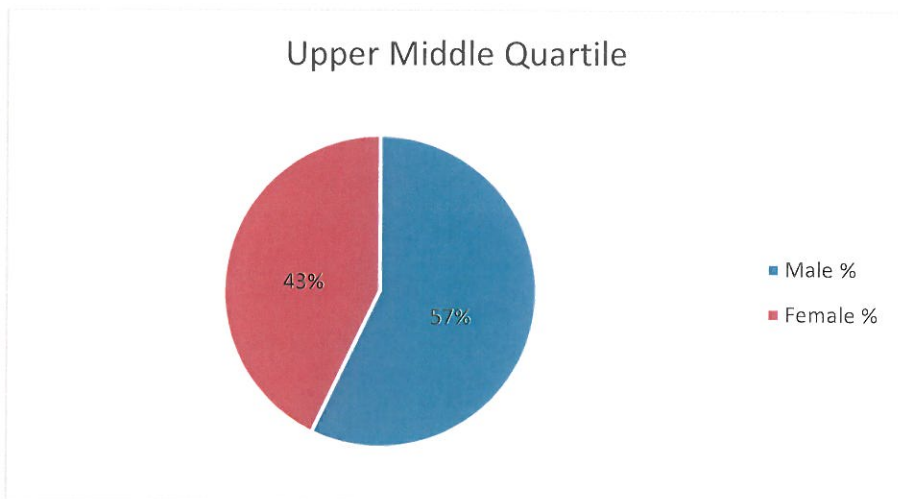
*Lower Quartile – based on 13 Males and 12 Females*



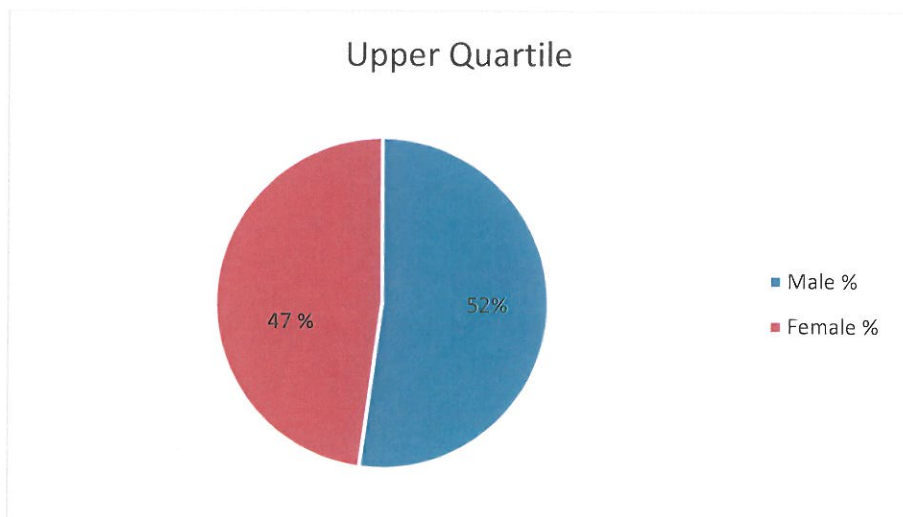
*Lower Middle Quartile – based on 15 Males and 12 Females*



*Upper Middle Quartile – based on 12 Males and 9 Females*



*Upper Quartile – based on 12 Males and 11 Females*



We are confident that men and women are paid equally for doing equivalent jobs across our business.

Our immediate challenge is the uneven distribution of genders at different levels through the organisation. The nature of some of our work; specific products we manufacture and handle, does limit our ability to have high levels of female staff working in these areas. We are looking at how we can better promote other opportunities/areas of the business to our female workforce and attract new female staff into our business.

We have undertaken a full review of all our UK Policies. With particular note to those positively supporting our drive to reduce our Gender Pay Gap; we have updated our Maternity Policy to offer more enhanced terms including the provision of a returners bonus to encourage our female employees to get back into the workplace and continue/further their careers; we have improved our ability to recognise and support flexible working, through improved flexibility in working hours and home working (where roles permit).

Identified as an Anchor Company within Wales by the Welsh Government, we are working closely with specific government departments and Further and Higher Education organisations to support a healthy and talented pipeline into our industry/business. How we attract, train and retain a strong workforce is key to our businesses success.

Our aim is to achieve a 50:50 gender balance by 2020 (within a 10% tolerance) throughout the business. We are confident as we progress towards a 50:50 balance, our gender pay gap will reduce.

I confirm the data reported is accurate.



Jen Doody

**Regional HR Director, PCI Pharma Services**

**29 March 2019**