

# Gender Pay Gap Report 2017

## Ipsen UK



March 2018



# Introduction



At Ipsen we are creating a new era for our employees and for the patients we serve.

Our vision is to harness the power of our employees to have a responsible and sustainable impact on patients, society and the environment.

We set ourselves bold ambitions and our teams are focused on the belief that through developing our people we can better deliver for patients. The UK is a critical and growing part of our Global network, employing a 600-strong team across three major UK sites, spanning Research & Development, Manufacturing & Distribution, and Commercial Operations.

Ipsen is rapidly evolving as a global biopharmaceutical company focused on innovation and specialty care. The decision to publish the Gender Pay Gap data for our entire UK organisation is just one example of how we strive to take a leadership position within our industry and within the UK business environment.

It is timely that this new diversity legislation comes into effect within a few weeks of International Women's Day. Our goal is to now "turn data into information, and information into insight". We will share this UK data with our leaders throughout Ipsen to ensure we use the information to generate insights on which we can act.

We are honoured and privileged to work with teams across our UK organisation that exemplify diversity. We will continue to evaluate the impact of our actions to ensure we are building the best environment for all our people. This is our commitment within Ipsen.

**Nicole Launay-Key**

VP HR Technical Operations & UK Ireland

# Our commitment to reduce the median pay gap to +/- 2% by 2020

“ At Ipsen, we care for our employees and encourage diversity, inclusion and collaboration among people; to contribute to a meaningful, responsible and ethical society, respectful of the planet. The publication of the first UK gender pay gap report in April 2018 serves as a reminder that there is still a great deal of work ahead to ensure gender equality and pay equity across the globe. Ipsen’s Executive Leadership Team will continue to support initiatives to align our strategy to hire, develop, engage and retain women, especially in leadership roles, and work to help close the national wage gap and ensure fundamental fairness for all. We are excited to build a team comprised of different perspectives and experiences to create strength in our workforce as we strive to deliver innovation for patient care. We are currently publishing a median gender pay gap of 2.9% across our UK business. We commit to achieving a median pay gap of +/-2% across Ipsen UK to reflect fluctuation generated by growth. I look forward to leading these commitments and seeing further improvement in the coming years. ”

**Régis Mulot**, Executive Vice President, Chief Human Resources Officer

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## Implement a gender-balance recruitment strategy, fostering diversity and inclusion

- **Review hiring processes and procedures** to reduce unconscious bias and structural barriers
- **Eliminate any pay bias during our recruitment process**, by not asking candidates salary history

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## Focus on Women in Leadership

- **Establish an annual internal ‘women in leadership’ event** to provide women in existing and future leadership roles the opportunity to share skills and experiences
- **Nurture our future female leaders** by ensuring our succession and talent development plans support their development and roles as future leaders

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## Enhance an inclusive work environment

- **Establish a gender diversity group that represents all levels of the UK business.** This committee will meet bi-annually to review our processes and actions as a business and critically evaluate how and where we can do better
- **Review our current processes, policies and procedures** to better support the needs of our modern-day workforce
- **Enhance our flexible working practices including job-sharing schemes** for colleagues of all genders who might want to work flexibly to fit their lifestyle and family commitments
- **Launch a new Parent Support Network** for colleagues to have a point of contact internally to support them at any stage of the process

# What is the gender pay gap?

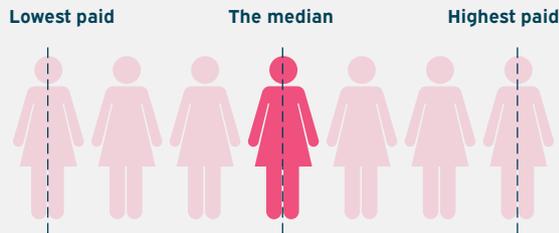
The gender pay gap is a measure of the difference between men's and women's average hourly earnings across the entirety of an organisation. This differs to an equal pay comparison which would evaluate men and women in the same employment, performing equal, similar or comparable work.

## What is calculated as part of the gender pay gap analysis?

The gender pay gap data looks at three key datasets:

1. The total gap – this is evaluated by looking at both the median and the mean

a. The median is the difference in pay between a female and male employee when you compare the woman and man who are exactly in the middle of the organisation when you order them from lowest to highest paid according to their hourly rate



b. The mean is the difference between the average female and male employee salary across the business

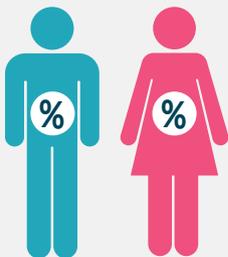


2.



These calculations have been done for both hourly pay and bonus pay.

3.



The percentage of men and women who work across different levels of the organisation – allowing us to identify how many roles from junior to senior levels in the business are held by men or women.

# Why do Ipsen have more than one Gender Pay Gap dataset?

Employees within the Ipsen UK Organisation sit across three distinct organisations:

## Ipsen UK Organisation



**Ipsen Biopharm Ltd**  
442 employees\*

Within this part of the business we undertake Research, Development, Manufacturing and Distribution

**Ipsen Limited**  
96 employees\*

Relates to the Commercial arm of our organisation

**Ipsen Bioinnovation**  
27 employees\*

Delivers our neuroscience focused research

\* Employee figures as of April 2017

We are in a period of accelerated growth and as we continue to transform we grow our capabilities and skills. As a result Ipsen has evolved into these three separate entities in the UK - reflecting the stages of our expansion and growth. We have seen further expansion since these figures in April 2017 with our workforce in the UK increasing from 565 to 647 as of March 2018.

Based on this structure, only the Ipsen Biopharm Ltd part of our UK Ipsen organisation meets the required threshold of 250 or more employees as at 5 April 2017.

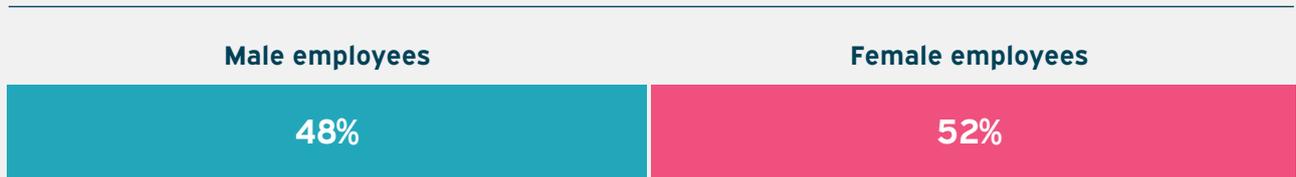
However to be fully transparent on the data within every part of our UK business, we have chosen to publish both the Ipsen Biopharm Ltd data and the data for the entire UK Ipsen business.

# What were the results for the entire Ipsen UK Organisation?

**2.9%**

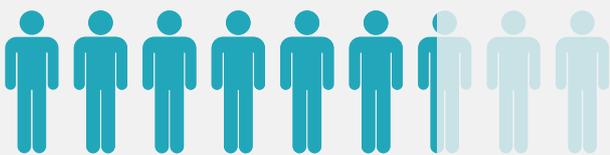
The UK gender pay gap is at its lowest ever (with a median just over 18%<sup>1</sup>). We are hugely proud that within Ipsen the data for our entire UK organisation sits well below the national average with a median gap of 2.9%. We are also pleased to see that, when we examine the quartiles of roles, women fill more roles compared to men in three of the four. However we still see that, although a small difference, there are more men than women sitting in senior roles across our business and there is a greater gap in respect to bonus pay.

The data is clear, the information about our business is obvious, and we shall use this insight to inform what steps we take next to address the areas where we can do better for our teams within our business.

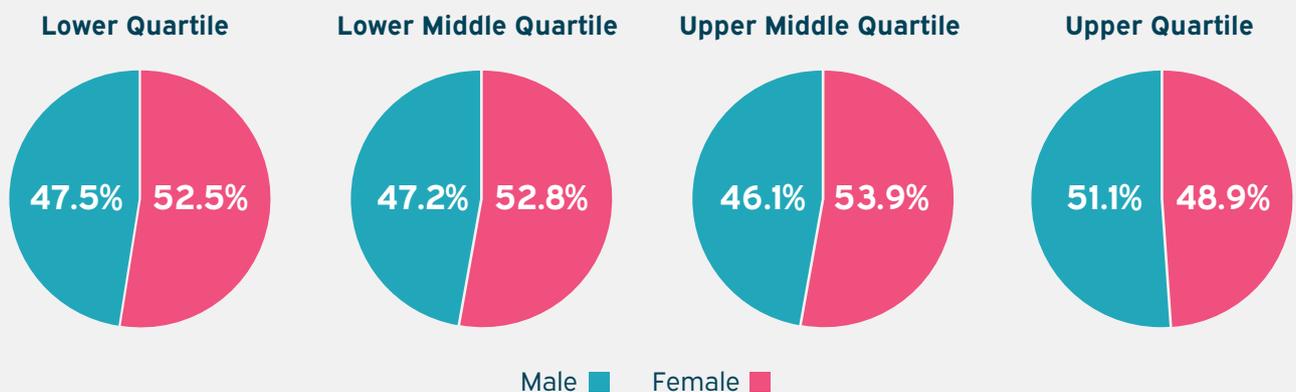


	Median	Mean
Gender pay gap	<b>2.9%</b>	<b>10.1%</b>
Gender bonus pay gap	<b>-5.1%</b>	<b>40.6%</b>

Proportion of males receiving a bonus **71.5%**



Proportion of females receiving a bonus **62.4%**



<sup>1</sup> Annual Survey of Hours and Earnings 2017. Office for National Statistics.  
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2017provisionaland2016revisedresults>

# What were the results for Ipsen Biopharm Ltd?

**9.1%**

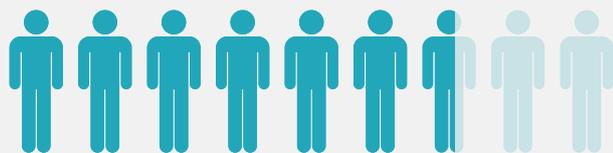
When we look at the Ipsen Biopharm Ltd data in isolation this shows a slightly bigger gap than our UK business across the gender pay gap, however we still see a median gender pay gap that is half the UK national average at 9.1%. We do also see the same trend in the significant difference between median and mean when evaluating the gender bonus pay gap. We also see a higher proportion of male vs female in three of our four quartiles, in particular across the upper middle and upper quartile.

As a business we can see that there are differences in this data across the separate parts of our business and therefore will be working to reduce this variation. We want to ensure every part of our organisation reflects our commitment to diversity and inclusion.

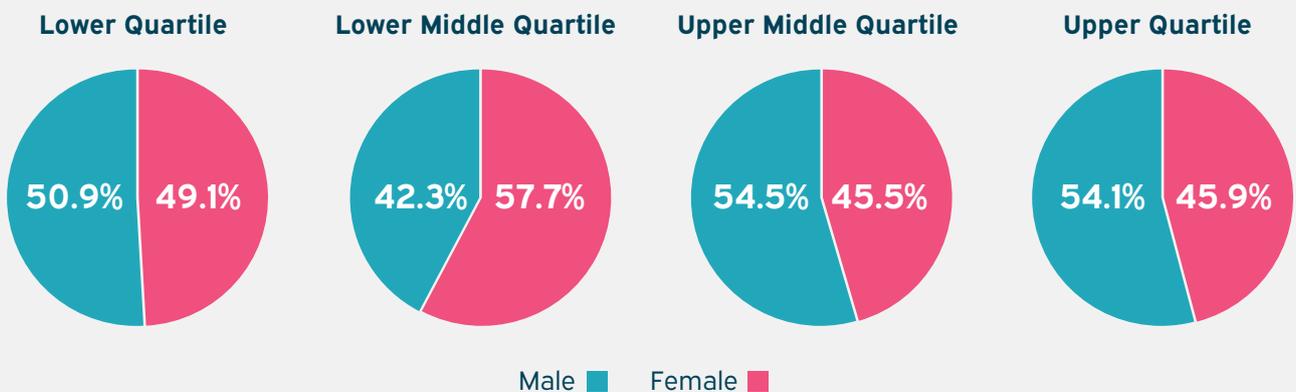


	Median	Mean
Gender pay gap	9.1%	11.9%
Gender bonus pay gap	-8.2%	35.3%

Proportion of males receiving a bonus **73.7%**



Proportion of females receiving a bonus **65.5%**





We confirm that the information and data reported are accurate and in line with the UK government's Equity Act 2010 (Gender Pay Gap Information) Regulations 2017.