

Catalent CTS (Edinburgh) Limited Gender Pay Gap Report 2017

Organisations in the UK with over 250 employees are now required to report their gender pay gap. The gender pay gap is defined as the difference between the mean or median hourly rate of pay that male and female colleagues receive. This is the first year Catalent have reported the gender pay gap for Catalent CTS (Edinburgh) Limited ("Catalent CTS"), and it will now become an annual requirement to do so.

We continue to be an organisation committed to the growth, development and engagement of our people, within an inclusive culture.

HEADLINE GENDER PAY GAP FIGURES

DIFFERENCE BETWEEN MEN & WOMEN	MEAN	MEDIAN
Gender Pay Gap	4.2%	-0.5%
Gender Bonus Gap	39.5%	3.3%

	MEN	WOMEN
Quartile 1 (Lowest)	52%	48%
Quartile 2	31%	69%
Quartile 3	38%	62%
Quartile 4 (Highest)	44%	56%

- 58% of employees at Catalent CTS are female.
- There is a relatively equal number of males and females in leadership roles within Catalent CTS.
- There is also an equal spread of gender within Operator grades.
- The reporting period included a one-off project specific bonus paid to key personnel, which has impacted in the mean bonus being higher than would usually be expected.

	% RECEIVED A BONUS
Female	53.5%
Male	54.2%

HOW CATALENT IS ADDRESSING THE GENDER PAY GAP

While the Gender Pay Gap at Catalent is small, the company's aim is to further close the gap. We continue striving to maintain our inclusive and diverse workforce. Some of the actions being undertaken by the company include:

- Bringing women together through the global Catalent Women's Network, where they may share their experiences and promote career development.
- Leaders holding career development discussions with their team members, and individual career development plans are created following these discussions.
- Ensuring entrants to our Graduate Training Programme each year are diverse. This programme's alumni often progress into leadership roles throughout the organisation, and the company will continue to encourage this.
- Ongoing review of our flexible benefits, working practices and leadership development programmes to ensure they encourage inclusive ways of working
- Continuing to rebalance traditionally 'one gender' roles.
- Peer benchmarking, regardless of gender with progression in remuneration being based on job size and performance.