

CALXX™

# Gender Pay Gap Report 2021



# Introduction

Welcome to Calyx UK's annual Gender Pay Gap report.

Gender Pay Gap calculations are based on employer payroll data drawn in April each year. This is called the 'snapshot date'. Any employer who has a headcount of 250 or more on the 'snapshot date' must comply with regulations on gender pay gap reporting.

Calyx formed in January 2021, so this is the first year we are able to report our Gender Pay Gap statistics as a standalone organisation. Because our formation involved significant changes in populations, we are unable to accurately compare to previous year's Gender Pay statistics to assess year on year trends.

Calyx UK is comprised of four entities. Only one entity, Clinphone Development Ltd, meets the government requirements for reporting Gender Pay Gap statistics, however, we are reporting on our entire UK population for fullness and transparency.



# Gender Pay at Calyx

## Part One: Pay

Gender Pay statistics compare the average and median pay between males and females in an organisation.

A gender pay gap exists where the average and median hourly rate based on the pay of males is higher than that of females, or vice versa. This is different to equal pay, which is the difference between the pay of males and females who perform the same or equivalent roles.

A single digit pay gap for both the mean and median figure compares favourably to national pay gap statistics. Our aim is to reduce the gap further. As we continue to establish and grow our business, we will monitor ongoing trends and address any significant changes.

Metric	Clinphone Development Ltd	Calyx UK (All UK Entities)
Difference in Mean Hourly Rate of Pay	9.4%	5.3%
Difference in Median Hourly Rate of Pay	5.9%	8.0%
% of Females	32.8%	32.9%
% of Males	67.2%	67.1%

# Gender Pay at Calyx

## Part Two: Bonus

The mean bonus gap reflects the demographic make up of our senior population and the relatively small population we are reporting on. We are confident our variable pay schemes are equitable and free from gender bias.

The median bonus gap is a result of bonus eligibility and indicates that, where females are bonus eligible, they receive a higher amount. It's important to note that our bonus eligibility is driven by job level and applies consistently to individuals in the same role.

We expect to see fluctuations in bonus pay gaps as a result of business performance and demographic changes, particularly within our senior population.

Metric	Clinphone Development Ltd	Calyx UK (All UK Entities)
Difference in Mean Bonus Payment	27.9%	15.2%
Difference in Median Bonus Payment	-7.1%	-72.2%
% of Males Receiving Bonus	78.6%	66.5%
% of Females Receiving Bonus	64.9%	61.3%

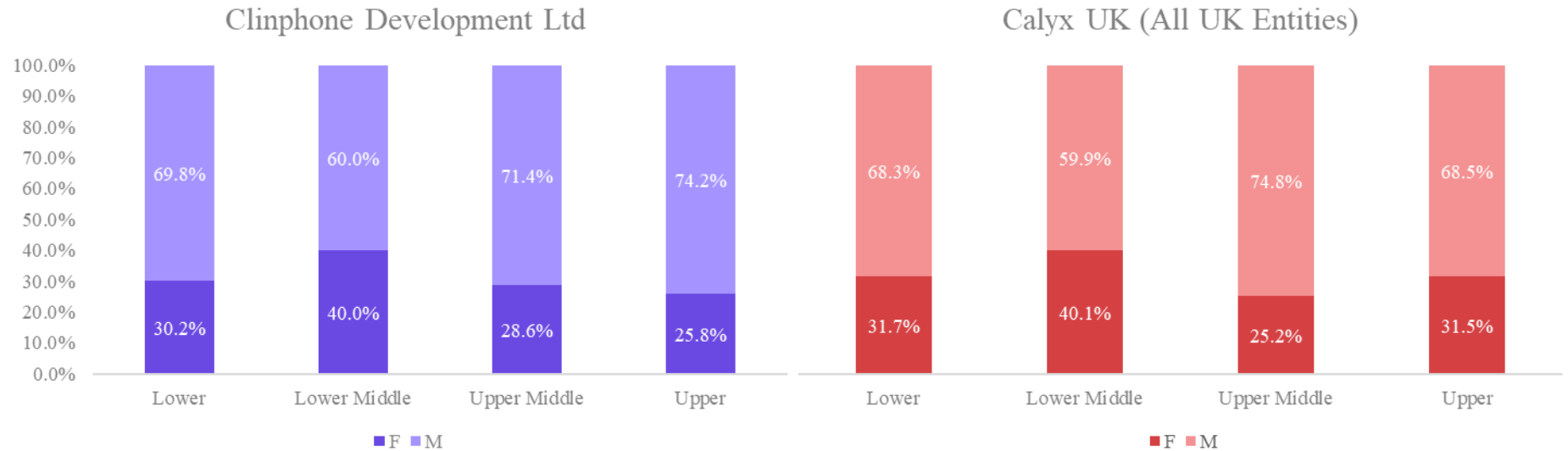


# Gender Pay at Calyx

## Part Three: Quartiles

Quartiles provide a picture of where males and females sit hierarchically using hourly pay.

Our aim is to progress towards a better gender balance, and to continue to attract, retain, develop and progress diverse talent across our organisation globally. We are committed to building an inclusive environment with diverse representation at all levels, reflecting the diversity of our customers, and their patients.



# Gender Pay at Calyx

## Part Four: Next Steps

We are committed to creating an environment where every employee can reach their potential, by encouraging diversity, inclusivity, and individual development. We incorporate diversity and inclusion in all we do, and believe that this is critical to achieve our goals, and to deliver high performance for all our stakeholders.

We regularly review and benchmark our pay structures and pay positions to ensure they are free from bias, and that we pay consistently for equivalent roles. The gaps we report largely reflect our organisation; we have proportionately more men in higher level, higher paid roles.

We are working to ensure everyone has access to the tools and resources required to develop their careers. We are making progress in this area, and we'll continue to focus on supporting our colleagues so they can reach their full potential.

This journey is just beginning as we establish ourselves as an independent organisation. Diversity and inclusivity is at the heart of our plans to shape the future of clinical research.



Shelley Latham  
Chief People Officer



Purvesh Patel  
General Counsel and Chief Compliance Officer