

Gender pay gap report

Porton Biopharma Limited

Snapshot date: 05 April 2019

		%
1. Mean gender pay gap - Ordinary pay		15.2
2. Median gender pay gap - Ordinary pay		5.0
3. Mean gender pay gap - Bonus pay in the 12 months ending 5 April 2019		6.8
4. Median gender pay gap - Bonus pay in the 12 months ending 5 April 2019		2.6
5. The proportion of male and female employees paid a bonus in the 12 months ending April 2019:		Male
		Female
6. Proportion of male and female employees in each quartile.		
Quartile	Female %	Male %
First (lower) quartile	53.4	46.6
Second quartile	43.7	56.3
Third quartile	55.2	44.8
Fourth (upper) quartile	31.8	68.2

The **Mean** average is the sum across the population, divided by the number of individuals.

The **Median** is found by taking the middle number from a list of the population in numerical order.

Background

Like many companies in our industry, Porton Biopharma is affected by the disproportionate representation of men in engineering and science and among students of STEM subjects leading into those careers. Porton Biopharma has worked hard to improve the representation of all levels within the business, seeking to recruit and retain talented individuals whatever their background and gender, by promoting a suitable working environment and family friendly policies where practical.

Equal pay

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

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

Despite the fact that women are under-represented nationally in the Industry, Porton Biopharma has worked hard to improve the representation of women throughout the company and as a result there has been an increase in female representation across pay quartiles 1, 3 and 4, with a decrease in quartile 2. In addition, the mean gender pay gap has reduced, for a third year in a row to 15.2% from 17% in 2018 and the median gender pay gap has remained relatively flat at 5% from 4.7%.

Improving representation

We are committed to continuing to improve the representation of women at all levels within the business. We also seek to contribute to the encouragement of women in science generally, through engagement with local schools and universities.

I confirm that the data reported is accurate.



Roger Hinton
Managing Director