

# Gilead Sciences UK

## Gender Pay Gap Report 2024

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# Our commitment to embedding Inclusion and Diversity into our culture as part of Gilead’s mission

Gilead transforms lives and provides life-saving treatments to millions of people across the globe. Our vision is *‘to create a healthier world for all’* and this duty of care extends to our most important asset and the foundation to continued growth and success – our people.

Inclusion is one of Gilead’s core values, referring to our ambition to create a work environment where employees feel involved, respected and connected. One that enables all our people to do their best work and that our differences are among our greatest sources of strength - reflective of the diversity of our patients and communities.

One of our key Inclusion and Diversity aspirations is to be respected for equitable and socially responsible practices – including attracting, retaining and developing diverse talent.

The gender pay gap legislation provides an opportunity for us to measure our progress against this goal and better understand where we should focus our efforts to support gender parity at Gilead.



To learn more about our mission, culture and initiatives to build an inclusive and diverse workforce globally, visit our website [here](#)



## What is the gender pay gap?

### How does gender pay differ to equal pay?

When reviewing gender pay gap results, it is important to be clear what they are and are not.

**Gender pay** measures the difference in average pay between all men and women in the workforce, regardless of their job type or level (taking into account all their pay and bonuses). It is a group comparison that highlights any differences in the distribution of men and women across the workforce.

**Equal pay** measures the difference in the pay of men and women performing the same role, similar role or work of equal value. It's an individual comparison that highlights any differences in pay, specific to gender.

An employer can have a gender pay gap even if men and women doing the same role are paid exactly the same. **This report and the figures provided will focus on gender pay.**

### A review of the gender pay gap legislation

The UK's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 came into effect in 2017, and required employers with a headcount of 250 or more must comply with these regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year – this is called the 'snapshot date' – for Gilead Sciences it is the 5th April.

The following pay gaps must be reported on a mean and median basis:

1. **The percentage of men and women in each hourly pay quarter**
2. **The mean (average) gender pay gap using hourly pay**
3. **The median gender pay gap using hourly pay**
4. **The percentage of men and women receiving bonus pay**
5. **The mean (average) gender pay gap using bonus pay**
6. **The median gender pay gap using bonus pay**

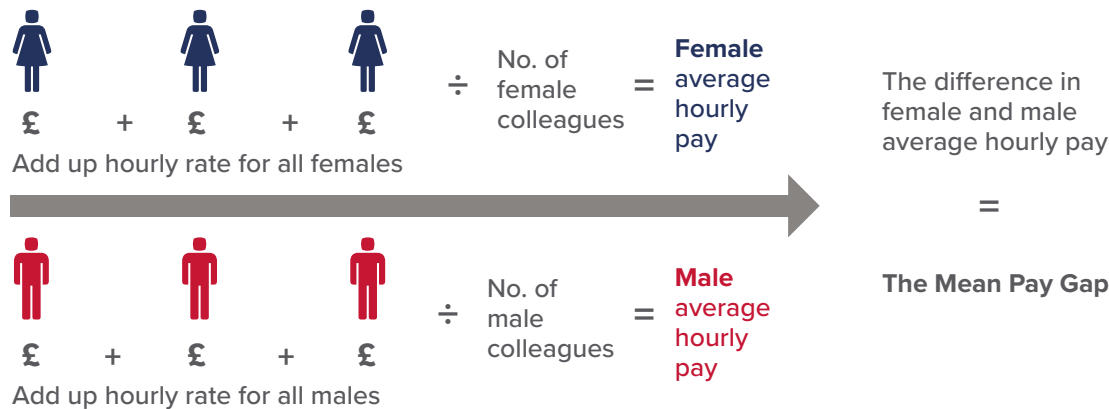
The figures detailed in this report focus on the legislative reporting requirements and we confirm that the content is true to the best of our knowledge and belief.



# Measuring gender pay

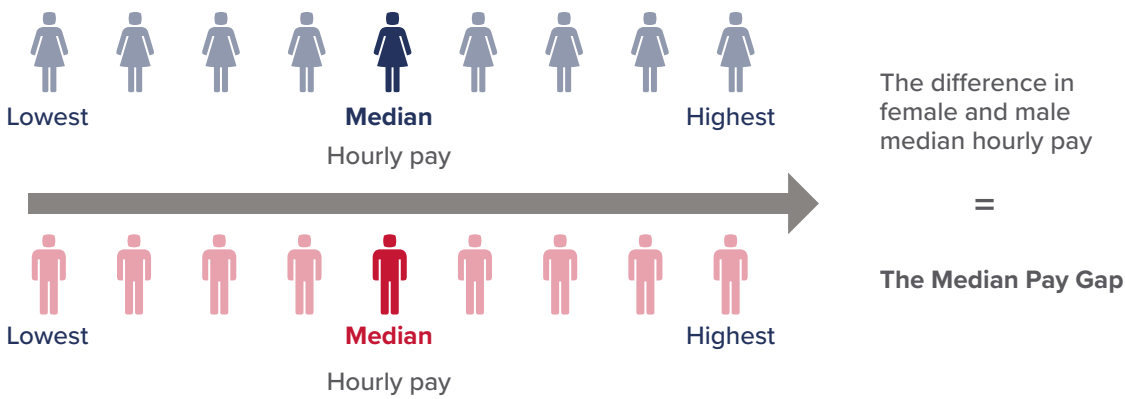
## What is the mean pay gap?

The mean pay gap is the difference between the average hourly rate of pay for female employees, compared to the average hourly rate of pay for male employees.



## What is the median pay gap?

If you lined up all the female employees and all the male employees at Gilead Sciences UK, the median pay gap represents the difference in hourly pay between the middle female employee, compared to the middle male employee.



## What are pay quartiles?

Under the regulations, all companies are required to publish the results of their gender distribution across their range of hourly pay rates. This is achieved by ranking employee pay rates from highest to lowest and dividing the range of pay into four equally sized groups that cover all employees. These groups are referred to as quartiles. Employees are then positioned in their respective pay quartile, regardless of gender.

# Gilead Sciences UK 2024 gender pay gap results

The figures displayed below are a snapshot of our pay and bonus gaps as of 05 April 2024. Figures in italics refer to 2017 – the first year of publication.

## Measuring our Pay Gap

	Mean		Median	
Hourly Pay Gap	16.4%	<i>25.9%</i>	17.9%	<i>22.8%</i>

At Gilead Sciences UK, the average (mean) hourly pay for female employees is 16.4% lower than that of male employees. Our median hourly pay for female employees is also 17.9% lower than the median for male employees.

## Measuring our Bonus Gap

	Mean		Median	
Bonus Pay Gap	34.1%	<i>51.4%</i>	42.0%	<i>63.7%</i>

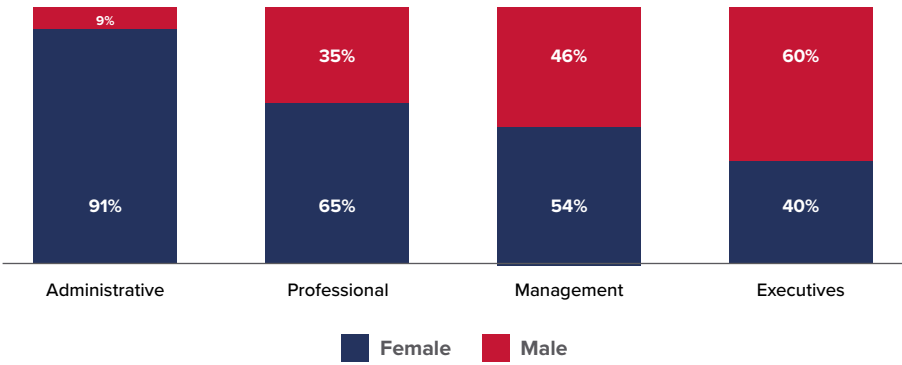
On average (the mean), female employees receive 34.1% less in bonus amount versus their male colleagues. Comparing the median for female and male employees, the median female employee receives 42% less in bonus amount. Both metrics reflect the need to address the representation of female employees throughout the organisation and their access to equal bonus opportunities.

## Adjusted gaps with 50:50 distribution

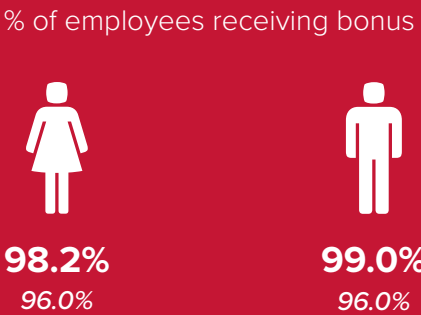
We model what our gender pay gap would have been if there were an equal proportion of men and women at each level of the organisation. This removes the portion of the gap that is driven by demographic factors (i.e. gender mix at different levels or grades of the organisation). Across all employees, the mean hourly pay gap is significantly reduced by a 50:50 distribution.

	Mean	
Hourly Pay Gap	1.4%	<i>1.20%</i>
Bonus Pay Gap	4.6%	<i>-2.20%</i>

This review allows us to determine that our pay gap is driven by uneven gender representation throughout the grades (below) and reaffirm that it is not attributed to pay equity. Continuing to balance the distribution will ultimately result in improving our pay gap.



### The reasons for our pay and bonus gaps



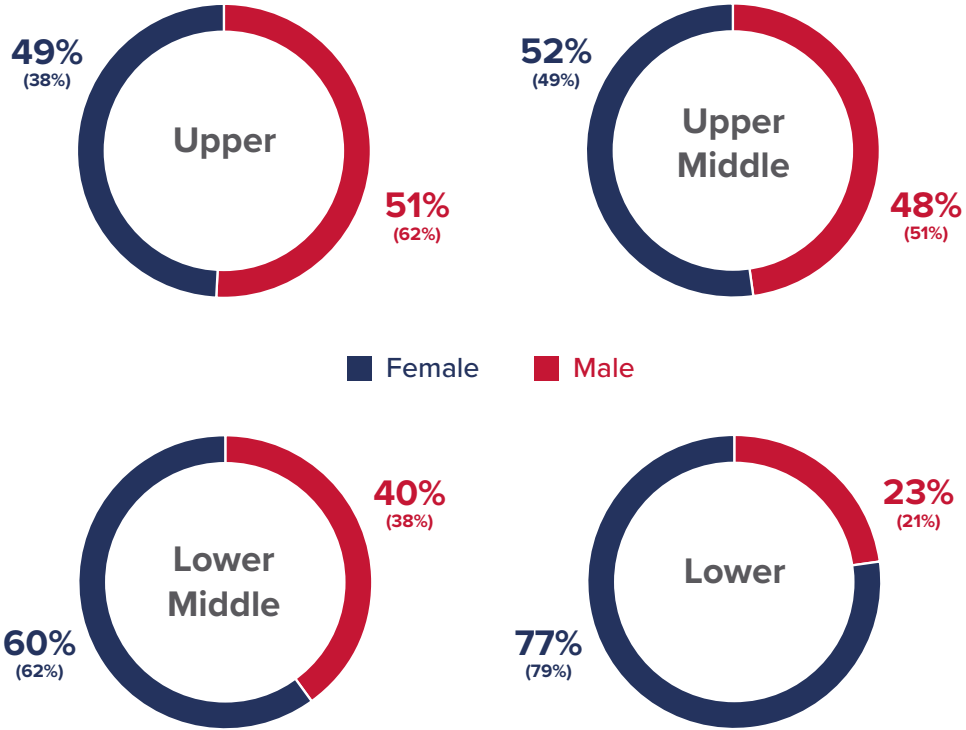
Our hourly pay and bonus pay gaps are influenced by having a higher proportion of male employees at Gilead being in more senior roles, which are often associated with higher pay (as well as higher bonus opportunities). As a result, our strategy to address our gap is focused on achieving greater representation across all functions and teams – as well as initiatives that support the development of female employees.

We recognise that, due to the number of employees we have in the UK, our pay gap is likely to fluctuate year-on-year as people of different genders join and leave the business. As a result, data reflecting our pay and bonus gaps may go up despite progress being made in the progression of female talent. We remain heavily focussed on implementing purposeful initiatives that will develop a diverse talent pipeline, rather than prioritising our attention on year-on-year variations.

### Our pay quartiles

The graphs below are 4 equally sized groups of employees, ranging from the lowest to the highest paid. These are called pay quartiles. The percentages demonstrate the balance of men and women in each quartile.

Pay quartiles are an important indication about what is driving our pay gap. In the “Upper” and “Upper Middle” quartiles, we are almost at a 50/50 split. We have been making progress in our female representation across these higher quartiles over the past eight years. In addition to our adjusted 50:50 distribution review, pay quartiles emphasise the need to pursue a more balanced lower quartile distribution. We believe that the skewed representation we see in “Lower” is a significant driver behind our gaps.



### How do we compare to our peers?

The UK Government provides peer averages through “SIC” codes. Peer comparisons can be a meaningful data point to gauge our progress but as we expect fluctuating data year to year, point in time comparisons can be misleading. Ultimately, our focus is to make improvements over time.

	Gilead	SIC 82990
Mean Pay Gap	16.4%	13.2%
Median Pay Gap	17.9%	12.8%
Mean Bonus Gap	34.1%	11.0%
Median Bonus Gap	42.0%	-44.2%

Details of our ongoing commitment to Inclusion and Diversity and the series of initiatives we have introduced to ensure the successful progression of female employees in the workplace can be found on the next page.



## Our commitment to address the gender pay gap

We are striving for equal representation of women at Gilead, across all grade functions and teams. Our gender pay strategy is made up of both local and global initiatives that ensure inclusion and diversity at Gilead is demonstrated across all levels within the organisation as we continue to support the representation of our female employees.

### Training, recruitment & selection

- Increasing inclusion and diversity awareness across the organisation can help to drive purposeful action among all employees. We deliver **I&D awareness training** sessions for all employees and **support our people managers** to be 'diversity-aware' when making employment decisions.
- Inclusion and diversity programs focusing on equity and hiring bias have been designed to augment our broader efforts. Our **diverse slate program** ensures that hiring managers interview a diverse group of candidates.

### Work-life balance

- To help attract and retain diverse talent across the organisation, we introduced **G.Flex**, a program offering flexible working opportunities that allows employees to tailor where and when they work based on their individual needs and those of the business.

### Employee Resource Groups and I&D action plans

- **Employee Resource Groups** (ERGs) are open to all of our employees regardless of their background and help to foster a sense of belonging and inclusion in the workplace that can spark innovation and accelerate employee development. Core groups include: Women@Gilead, PRIDE Alliance and the Global Organisation for Black Employees (GLOBE).
- **Women@Gilead** is dedicated to recruiting, supporting and retaining our female employees. This ERG makes a direct business impact by helping to ensure every woman in the workplace feels valued, empowered, and has opportunities to thrive at Gilead. This ERG has focused on raising awareness and supporting female colleagues on a number of key topics such as Work Life Balance, Empowerment and Female Health.
- **I&D action plans** have a gender pillar focus which in 2024 focused on diverse slates for open roles, enhancing our awareness with female talent as an employer of choice and ensuring female colleagues were supported and developed. For 2025 the plans will look to strengthen these areas and introduce structured support for those returning from periods of leave which we know can be key transition points for female colleagues.

