

## Gender pay gap report

Porton Biopharma Limited

Snapshot date: 05 April 2017

		%
1. Mean gender pay gap - Ordinary pay		22.4
2. Median gender pay gap - Ordinary pay		13.0
3. Mean gender pay gap - Bonus pay in the 12 months ending 5 April 2017		30.5
4. Median gender pay gap - Bonus pay in the 12 months ending 5 April 2017		59.9
5. The proportion of male and female employees paid a bonus in the 12 months ending April 2017:		Male
		5.8
6. Proportion of male and female employees in each quartile.		Female
		3.8
Quartile	Female %	Male %
First (lower) quartile	63.4	36.6
Second quartile	47.9	52.1
Third quartile	43.7	56.3
Fourth (upper) quartile	29.2	70.8

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.



**PORTON**  
BIOPHARMA

## **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.

## **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.

The figures above are affected by a significant under-representation of women in senior and technical roles, which is reflective of the situation nationally in the industry.

---



## Improving representation

We are committed to improving the representation of women at 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. 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.

A handwritten signature in black ink, appearing to read 'R. Hinton', is written over a solid black horizontal line.

Roger Hinton  
Chief Executive