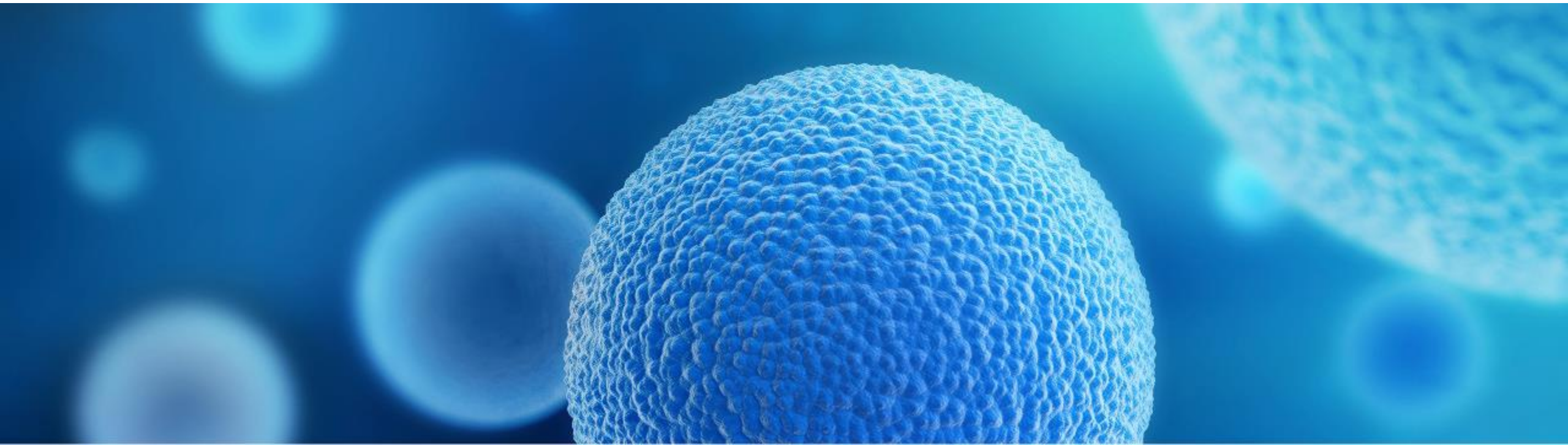


# UK Gender Pay Gap

Report published 05 April 2024

6 March 2025

Business Use Only



# Lonza and the UK Gender Pay Gap Information Regulations

Our commitment and practice provide a solid foundation as we strive for gender pay parity



Our goal: gender pay parity



Three UK sites are included in this report: Cambridge, Manchester and Slough



We have 1365 employees between April 2024



Over half of our employees are female



We are committed to support the Gender Pay Gap Information Regulations introduced in 2017, under the Equality Act 2010, which require companies with 250 or more employees in the UK to publish their gender pay gap each year.

All of our mandatory gender pay gap figures have been analysed by the internal Lonza Total Rewards team.

Lonza strives for gender pay parity and transparency.

Lonza's pay philosophy and practice reward the individual's role, skillset, and performance, regardless of gender, gender reassignment, ethnicity, age or other such factors.

# Reporting the numbers

We are committed to support the Gender Pay Gap Information Regulations introduced in 2017



## As per the UK Government requirements:

- The figures in this document are a “snap shot” taken on one single day - 5 April 2024
- The mandatory gender pay gap figures display the average (mean\*) and median\*\* gap between pay of women and men regardless of their job level and are therefore distinct from an equal pay for equal work analysis
- The figures have to be reported by pay quartiles (low / lower middle / upper middle / upper)



\*The mean is the average of the numbers.

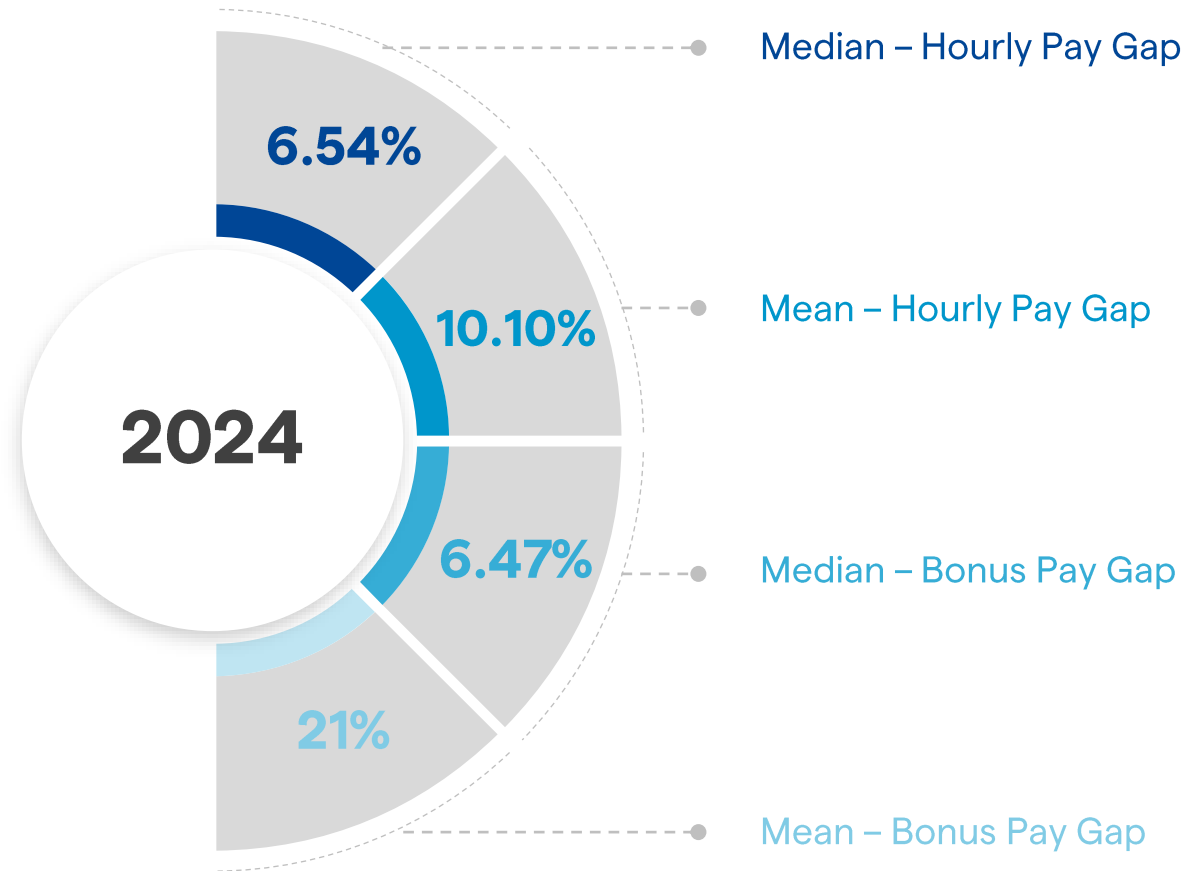
\*\*The median is the "middle" of a sorted list of numbers. To find the median, place the numbers in value order and find the middle number.

# UK Gender Pay Gap – Hourly Rate and Bonus

Report published 5 April 2024

# Lonza

Biologics

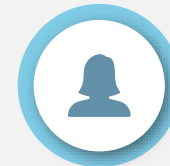


## Figures published 5 April 2024



**1365**

Total number of employees



**721**

Women



**53.18%**

received bonus pay in 2024



**644**

Men



**46.82%**

received bonus pay in 2024

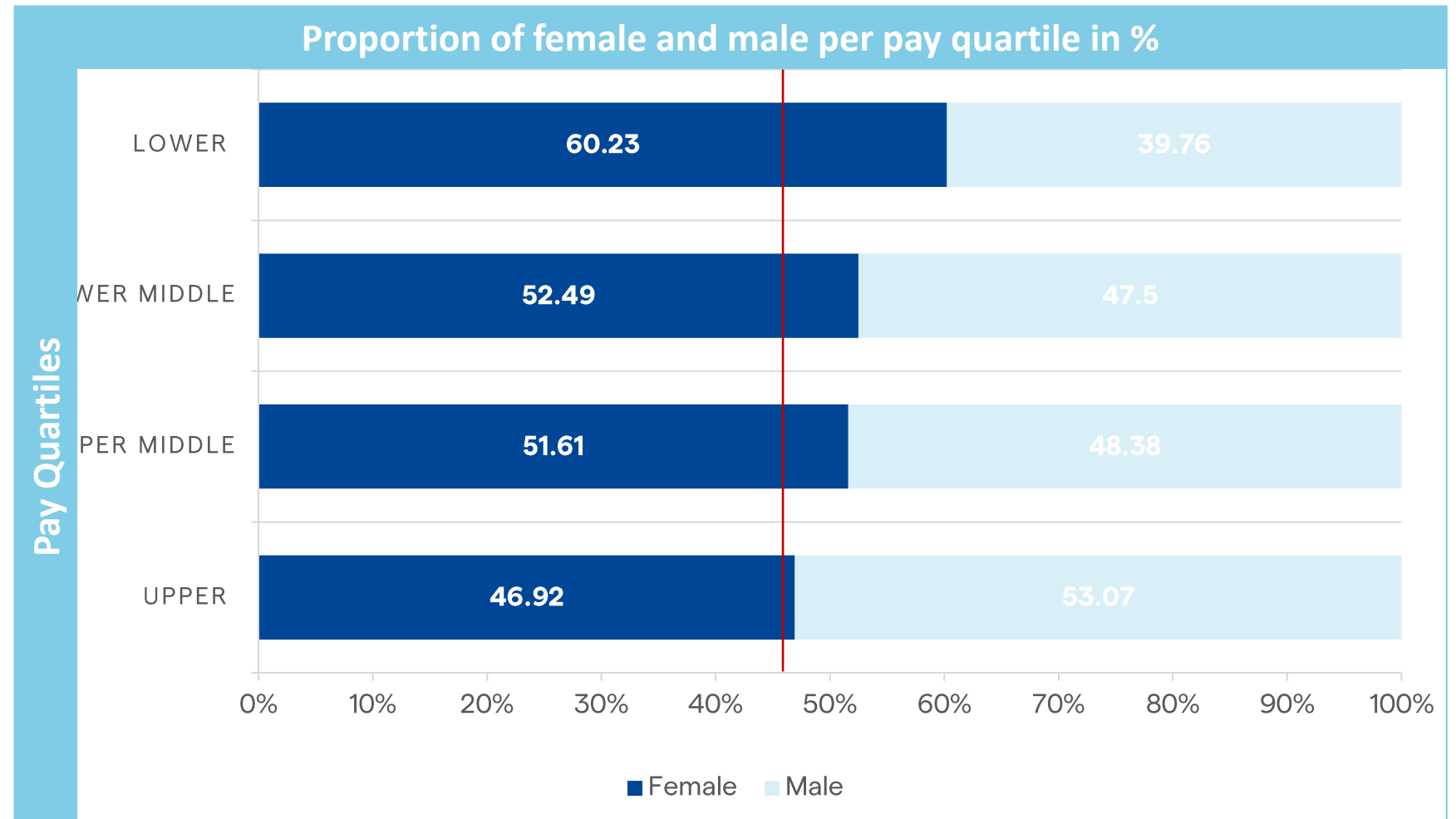
# UK Gender Pay Gap – Pay Quartiles

Report published 5 April 2024



## 52%

of our employees  
across the UK sites  
included in this report  
are women



# Lonza Embraces Diversity

## Ensuring women know they are welcome



Diversity across the organization and at all levels ensures our work benefits from multiple approaches and perspectives.

### Some of our success's from the last 12 months:



RiseUp@Lonza. This grassroots movement continues to create opportunities for women to build relationships, gain confidence and be inspired. It is helping us to take small but important steps to drive change from within.



Continuing to actively support Gender Equality workgroup as part of our Inclusion, Diversity and Belonging (IDB) initiative.



Proud to have achieved a 50/50 balance at Senior Management Level main business in UK

# Lonza Embraces Diversity

We want all employees to be able to grow and develop in their careers



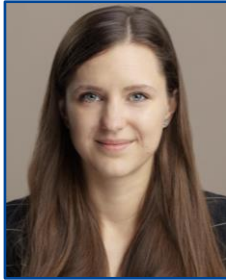
**Nicoleta  
Baumgaertner**

Chief Human Resources  
Officer, Lonza

*“To ensure equal experiences, we must focus on creating equal opportunities. This requires addressing biases, challenging norms, and fostering a culture where everyone feels empowered to succeed. We remain committed to championing pay equity and building an inclusive environment that values and supports all individuals. By doing so, we not only promote fairness but unlock the full potential of our collective talent.”*

# Lonza Embraces Diversity

We want all employees to be able to grow and development in their careers



**Julia Duda de Melo**

*Head of Project and Risk Management*

I joined Lonza in the Customer Program Management team in 2019. Since then, I have worked in various functions including Operational Excellence (OE) and the Project Management Office (PMO). I was recently appointed the Head of Project and Risk Management for Biologics Operations. Lonza has provided me with many opportunities for career growth and leadership development as well as engagement in Diversity and Inclusion activities, a subject close to my heart. My leaders and mentors have inspired and motivated me to aim high, providing an inclusive and safe environment. This has helped me to balance work with welcoming two lovely daughters into my family during the last 6 years. I'm incredibly grateful for being in a Company that makes all of this is possible and very much looking forward to continuing my journey with Lonza.



**Tanya Jenkins**

*Director, Operations*

I joined Lonza as a Graduate Scientist in 2006 – I couldn't wait to get in the lab! Not long after, business needs changed, and I took up a secondment in a customer facing role – which opened-up an entirely new world of career options for me and 3 months turned into 3 years. I interacted with a wide range of customers and colleagues across the organisation learning something new from all of them, building a strong support network and many friendships along the way. In the years since, I have benefited from the broad opportunities to move between scientific and leadership roles across the organisation. I thrived with the fast-pace and exposure to the extensive range of elements in Operations. In 2020 I moved to more a strategic area of the business, giving me the opportunity to apply my unique experience and skills it in these roles. Alongside my roles, I was empowered to initiate the Site Inclusion, Diversity and Belonging (IDB) initiative, and I am now a member of the Global IDB Council driving progress throughout the organisation. In my current role as Business Readiness Lead for a large site transformation project, I am still excited to continue learning and growing at Lonza.



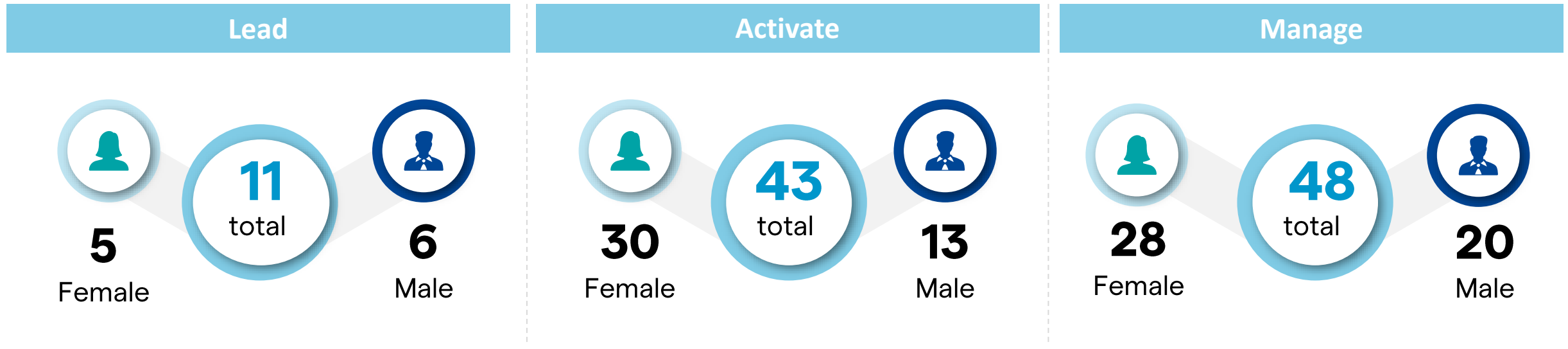
**Esther Qiu**

*Site Quality Head, Slough*

Three years ago, I embarked on my journey with Lonza as the Site Quality Head in Lonza Singapore. Today, I stand proud leading the Quality Organization in Lonza Slough, UK. This transformative journey was made possible by the unwavering support of our leadership team, who have continually provided opportunities for my growth and development. Lonza's commitment to embracing diversity and empowering female leadership is truly commendable. My move to Lonza Slough is a testament to the company's dedication to fostering a culture of inclusion and equal opportunities, regardless of nationality or gender. I feel incredibly fortunate to be part of an organization that not only recognizes but celebrates the potential of female leadership. This profound care and support drive my passion to stay and grow with Lonza. The future here is bright, and I am excited to be a part of it.

# UK Gender Pay Gap

Our commitment to Talent Development

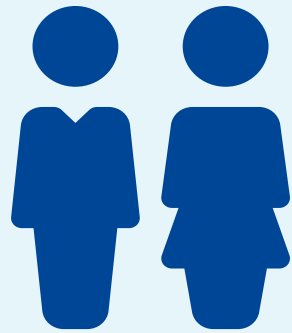


## TOTAL DEVELOPMENT PROGRAMS



The total number of employees on development programs includes the following courses in addition to the above:

- Presentation Skills
- Excel (Inter)
- Chimp Management



**We are committed  
to create a  
workplace that  
attracts and  
develops women  
and men alike**

### In 2025 we are planning to:



- Exploring how emerging technologies can help us understand the development goals of our Slough & Cambridge populations and inform the creation of high quality, tailored educational and development initiatives for all colleagues.
- Actively promoting the use of Individual development Plans (IDP) by all colleagues in 2025 through targeted initiatives including line manager support.



- Continue our support for Apprentice and Placement Programmes. Maintain our support of STEM initiatives such as Burnham Grammar School 'Young Scientist Of The Year' events.
- Continue our programme revision and updating using user feedback along with internal and external data sources to inform syllabus design.

# UK Gender Pay Gap - Summary

As reported on the governance website



Summary

The following numbers are summarised as they are submitted to the UK Government on:

[https://gender-pay-gap.service.gov.uk/?\\_sm\\_au\\_=iVVP4Z6frqN8Sn1Q](https://gender-pay-gap.service.gov.uk/?_sm_au_=iVVP4Z6frqN8Sn1Q)

<b>Women's hourly rate is</b>	<b>6.54%</b> lower than male's hourly rate (median)	<b>10.10%</b> lower than male's hourly rate (mean)
<b>Women's bonus pay is</b>	<b>6.47%</b> lower than male's bonus pay (median)	<b>21%</b> lower than male's bonus pay (mean)
<b>Who received bonus pay</b>	<b>46.82%</b> of men	<b>53.18%</b> of women

## Pay Quartiles



Upper



Upper Middle



Lower Middle

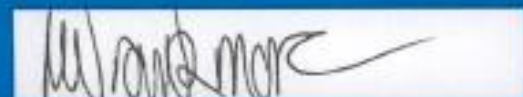


Lower

Lonza Biologics Plc  
228 Bath Road  
Slough, Berkshire  
SL1 4DX

**Concluding Statement**

We hereby confirm accuracy of our numbers and compliance in calculation with the mandatory figures required by The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Martin Wrankmore**  
VP Operations, Biologics, UK

