



Report

Gender Pay Gap
(Almac Pharma Services,
Charnwood, UK) 2025

We are pleased to present our 2025 Gender Pay Gap (Almac Pharma Services Charnwood, UK) Report

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, GB companies with 250 or more employees are required to report their gender pay gap data annually. This includes publishing key metrics, explaining the reasons behind any gaps.

It's important to note that the gender pay gap is not the same as equal pay. Equal pay means paying men and women the same amount for performing the same role. The gender pay gap, however, reflects the difference in average earnings between men and women across the organisation.

As of 5th April 2025, Almac Pharma Services' total employee number in Charnwood was 277, which represents 3.5% of the Almac Group total workforce.

Our approach

Embracing diversity is at the heart of enhancing Almac Group's unique culture and reflects our fundamental belief that all people deserve equality, inclusivity and the opportunity for advancement. We are committed to cultivating a welcoming, supportive, and inclusive environment for all. Together, we will harness the strength in our diversity and deliver exceptional solutions to advance human health globally.

Key metrics explained

Mean gender pay gap

The average difference in pay between men and women per hour, calculated across all employees.

Median gender pay gap

The midpoint pay difference per hour when all employees' pay is ranked from highest to lowest.

Mean bonus pay gap

The average difference in bonus payments between men and women, calculated across all employees.

Median bonus pay gap

The midpoint bonus difference per hour when all employees' pay is ranked from highest to lowest.

Gender Pay Gap (Almac Pharma Services, Charnwood, UK) metrics

Mean Gender Pay Gap	12.8%
Median Gender Pay Gap	9.7%
Mean Bonus Pay Gap	54.8%
Median Bonus Pay Gap	10.2%

% Males Receiving a Bonus	80.3%
% Females Receiving a Bonus	81.3%

% Split in Upper Hourly Pay Quartile	70.8% M 29.2% F
% Split in Upper Middle Hourly Pay Quartile	57.6% M 42.4% F
% Split in Lower Middle Hourly Pay Quartile	53.9% M 46.1% F
% Split in Lower Hourly Pay Quartile	51.5% M 48.5% F

Our 2025 gender pay gap analysis shows a small difference in average pay between male and female employees overall.

The primary reasons for our current gender pay gap are:

- Role distribution: The proportion of males and females in different roles and departments varies, which can influence average pay. For example, a higher representation of one gender in senior or specialist roles impacts the overall averages.
- Seniority and progression: While we have a balanced gender split in most pay quartiles, one gender is more represented in higher pay bands. This also impacts the mean bonus pay gap, as bonus payments at this level are aligned with different benefit levels which influences the bonus variance observed.

Actions and Commitments:

- We continue to review our recruitment, promotion, and talent development processes to ensure equal opportunities for all employees.
- We are enhancing our diversity data collection and analysis.
- Our internal policies reinforce our zero-tolerance approach to discrimination and support a culture of dignity and respect for all.

At Almac Group, we are committed to equality, diversity, and inclusion across all levels of our organisation.

I confirm that the Gender Pay Gap information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Niall Harkin,
Executive Director, Almac Group