

Our 2025 Gender Pay Gap Report

Biotec Services International Ltd trading as PCI Pharma Services

We are an employer voluntarily choosing to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.

The gender pay gap is the difference between the average pay and bonus of men and women shown as a percentage. The gap is calculated across the entire workforce.

We can use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.

On 5 April 2025, we had 190 employees in our organisation. As with the previous year, 47% of employees were female and 53% of employees were male.

We are committed to reducing and subsequently closing any identified gender pay disparity. This commitment however is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

Gender Pay Gap and Equal Pay are different

It is important to note that the Gender Pay Gap is different to Equal Pay.

Equal Pay is the pay difference between men and women who carry out the same or similar jobs. We are confident that men and women are paid equally for doing equivalent jobs across our organisation and there are no differences in starting pay.

Gender Pay Gap is a measure of the difference between men and women's average earnings across an organisation. It does not look at the specific jobs that each person is carrying out.

Gender Pay and Bonus Gap

The table below shows our overall mean (average) and median (middle) gender pay gap based on the hourly rate of pay between men and women at the snapshot date of 5 April 2025.

The table also shows the mean and median differences between bonus payments made to men and women in the year up to 5 April 2025.

Difference between men and women, reported as a percentage of men's pay		
2025	Mean	Median
Hourly fixed pay	1.3%	2.2%
Bonus paid	9.1%	0%

There is very little difference between the **median hourly rate** and no difference in the **median bonus** paid for male and female colleagues in 2025. This shows PCI is taking the gender pay gap seriously and these percentages have further improved over the last year.

The gap in the **mean hourly pay rate** and **mean bonus** paid reflects the wide range of jobs available and includes those working at corporate levels across our organisation.

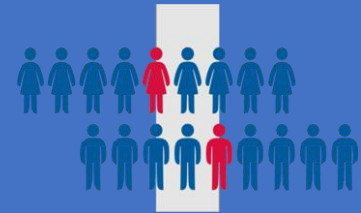
These figures are based on full-pay relevant employees, therefore any colleagues who were absent on the snapshot date and did not receive full pay due to sickness, maternity leave etc. have been excluded.

Gender Pay across Four Quartiles

The information below illustrates the gender pay gap across four quartiles. We can use these results to assess the levels of gender equality in our workplace and the balance of male and female employees at different levels.

Mean and Median

If all employees were lined up by male and female, in order of pay from the highest to the lowest, the **median gender pay gap** compares the pay of the female in the **middle** to the pay of the male in the middle.

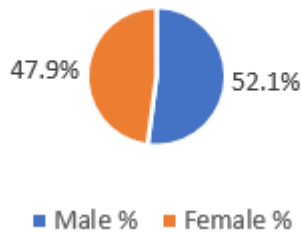


The **mean gender pay gap** shows the difference in the **average** hourly rate of pay between men and women i.e. the total pay of all men, divided by the number of men, compared to women on the same basis.

How are pay quartiles calculated?

The quartiles analysis ranks men and women from the lowest to highest earners. This is then divided into four even groups to show the proportions of men and women in each of these four earnings groups.

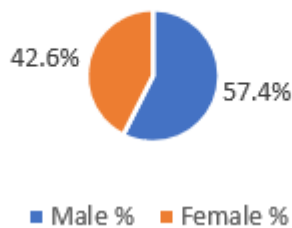
Upper Quartile



Upper Pay Quartile - based on 25 Men and 23 Women

There is a marginally higher percentage of men in this quartile but overall, the Upper Pay quartile represents a good balance between the genders.

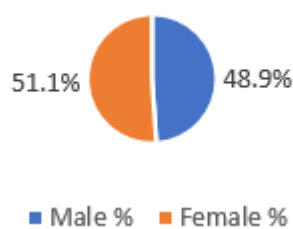
Upper Middle



Upper Middle Quartile - based on 27 Men and 20 Women

There is a slightly higher percentage of men in this quartile but overall, the Upper Middle Pay quartile represents a good balance between the genders.

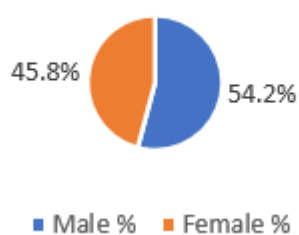
Lower Middle



Lower Middle Quartile - based on 23 Men and 24 Women

There is a marginally lower percentage of men in this quartile but overall, the Lower Middle Pay quartile represents a good balance between the genders..

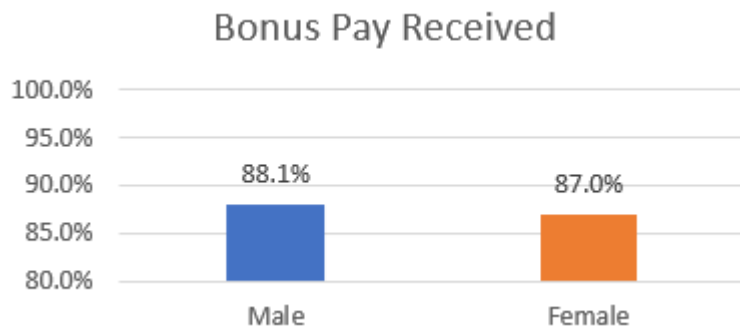
Lower Quartile



Lower Pay Quartile - based on 26 Men and 22 Women

There is a slightly higher percentage of men in this quartile but overall, the Lower Pay quartile represents a good balance between the genders.

Bonus Information 2025



Proportion of men and women receiving a bonus in a year

100% of eligible men and women received a bonus during the period between 5 April 2024 and 5 April 2025.

Those who did not receive a bonus were employed after the bonus payment date for the relevant financial year in which the bonus fell and were therefore not entitled to a bonus at that time.

We are confident that men and women are paid equally for performing equivalent jobs across our business and we are proud to report that 67% of our site senior leadership team (SLT) is female.

We already have policies in place to support both women and men with caring responsibilities and encourage return to work after maternity leave. We offer enhanced paternity pay and maternity pay policies. The maternity pay policy includes a returner bonus. Where roles permit, we support flexible working requests to enable our workforce to balance work and personal lives as best suits them. We are committed to an environment where all colleagues are included and have an opportunity to develop their careers

I confirm the data reported is accurate.

**Nicola Hill, Director Human Resources – EU Clinical
Biotec Services International Limited, trading as PCI Pharma Services**