



## **Gender Pay Gap Reporting 2020**

### **Company Statement**

Syneos Health is committed to addressing the gender pay gap and has taken steps to implement graduate and intern programmes in 2020 as well as looking forward into 2022 and future years to encourage those who may not otherwise have the opportunity to join us. The company has also established Employee Resource Groups to address diversity & inclusion, career development, drive business results, and contribute to leadership and personal development.

### **Clinical Research Associate (CRA) University Apprenticeship Programme**

The Clinical Trials Specialist degree-level apprenticeship scheme is a collaboration with Kent University, giving newcomers to the pharmaceutical industry a chance to gain a BSc (Hons) in Applied Bioscience, at the same time as gaining 5-years' work experience in the field. The scheme covers the cost of University tuition fees, as well as paying a salary, giving an opportunity to those who might not otherwise be able to enter higher education and/or those who prefer to learn in a vocational setting, directly linked to a future career path.

Syneos Health currently employs 22 Clinical Trials Specialist apprentices, having taken on 7-8 per year since September 2019. They work across a number of departments within the business and are a great example of our Company values; challenging the status quo with their fresh perspective, collaborating across a wide team of peers and colleagues to maximise learning opportunities and bringing heaps of passion and energy to the workplace.

### **Internship Programme**

In our established Internship programme there are currently 15 interns and data is being collected for 2022. We are also looking to introduce a gap year programme and a graduate programme primarily in the operations side of our business. When our programme is established we will later extend it across corporate functions.

### **Syneos Health Employee Resource Groups (ERGs)**

A companywide initiative has been established, to support the requirement of our workforce that underscores our commitment as a company to provide an inclusive and diverse environment for all our employees. The Syneos Health Employee Resource Groups (ERGs) are voluntary, employee lead and company supported. The ERGs continue their engagement efforts to enhance career development and celebrate our similarities and differences as people. Established groups include:

- Women's Group
- Developing Professionals
- LGBTQIA+

- Black Employee Resource Group
- Veterans Group
- People With Disabilities
- Asian Employee Resource Group

## Overview

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 we are required to annually disclose our gender pay gap. This is our third annual report and sets out our UK-wide gender pay gap based on a snapshot of our results as at 5 April 2020.

## Our Background

Last year, data was recorded separately for Syneos Health UK Limited and Syneos Health IVH UK Ltd. However on 01 January 2020 the two entities combined into one entity, Syneos Health UK Limited.


## Gender Pay and Equal Pay

We feel it is important to note that equal pay and gender pay are not the same. Gender pay is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women expressed as a percentage of men’s earnings. For the gender pay gap we look at the mean and median values.


We believe that the median pay gap provides a more representative picture as it isn’t influenced as much by the outliers in the data set.

Equal Pay requires men and women to be paid the same for work rated as equivalent or of equal value as set out in the Equality Act 2010. We are committed to ensuring there is equal opportunity and pay regardless of gender and that any gaps identified stem from the type of roles that men and women opt to seek within employment.

Mean



*The mean is the average difference where all pay is added together and divided by the number of employees, separately for men and women.*



Median

*The median is the middle value with all pay levels arranged in ascending order, the baseline for the middle employee.*

**Syneos Health UK Limited**

**Pay and Bonus Pay Gap Results**

	Median	Mean
Pay Gap	11.2%	19.1%
Bonus Pay Gap	33.8%	78.2%

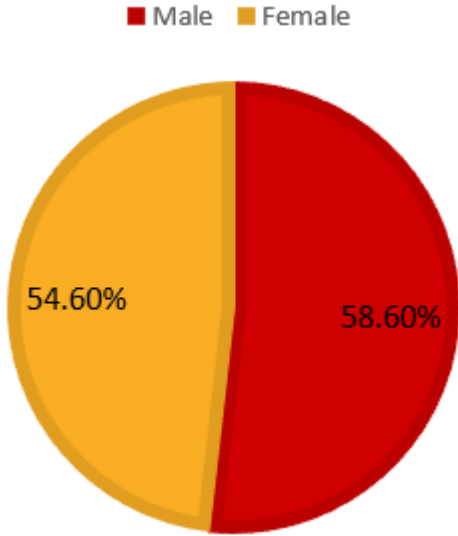
Note:

- The pay gap demonstrates the difference between the average ordinary pay, such as regular salary and any qualifying allowances, received by male vs female Syneos employees. A positive gap represents higher pay for male employees.
- The bonus pay gap demonstrates the difference between the average bonus pay received by male vs female Syneos employees.

**Gender Distributions Quartiles**

	Male	Female
Upper	40.3%	59.7%
Upper Middle	29.2%	70.8%
Lower Middle	27.5%	72.5%
Lower	24.1%	75.9%

**Proportion Receiving Bonus Pay**



**Our Gender Pay Gap figures**

As of April 2020, the overall mean gender pay gap for Syneos Health employees was 19.1%, compared to 14.5% in 2019. The overall median gender pay gap was 11.2%, compared to 10.1% in 2019. The slight increase in pay gap from 2019 can be largely attributed to new joiners in the year being more senior males and a small number of higher paid females going on leave.

Our UK population is 29.4% male and 70.6% female, with senior roles more typically populated by men. This is illustrated by the quartile pay bands above, which show a greater gender split in the upper and upper middle quartiles, and a greater proportion of females in the lower middle and lower quartiles. This gender imbalance is one of the main drivers of the gap and an area we as a business are actively addressing.

We are committed to reducing this pay gap for future years and have set out the actions we will take to achieve this later in the report.

**Our Gender Bonus Gap figures**

Syneos Health UK Ltd reported a mean bonus gap of 78.2% and a median bonus gap of 33.8%.

The increase in our bonus pay gap is largely due to an exceptional move of one senior individual into the UK Company this year, as well as the demographic split between men and women. We found that more senior employees were more likely to receive a bonus, and this was another driver of the reported bonus gaps as a result of the gender split at more senior levels. We undertook further analysis to consider the bonus gap when the highest bonus (paid to a man) is removed from the data. The gap for the remaining employees in receipt of bonuses presented a much more balanced picture. We found that the variable elements of pay were fairly distributed between genders and that mostly senior employees were in receipt of these elements of pay.

**How does our Gender Pay Gap compare to other organisations?**

The median gender pay gap for the whole economy (according to the Provisional November 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) Figures) is 15.5%. At 11.2% the Syneos Health UK Ltd gender pay gap is below that of the whole economy.

	Syneos Health UK Ltd	2020 Provisional ONS ASHE Whole Sector
Median Gender Pay Gap	11.2%	15.5%

## **What are the underlying causes of our Gender Pay Gap?**

We are committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

As such, we:

- Carry out pay and benefits audits regularly;
- Evaluate job roles and pay grades as necessary to ensure a fair structure for both current and new employees.

We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, our gender pay gap is a result of the roles in which men and women work within the organisation and the experience they bring to these roles and the salaries they attract.

According to data from the Office of National Statistics, across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority.

## **Gauging our progress from year two and our actions to address the gap**

We are committed to doing everything we can to reduce our gender pay gap.

We have been and continue to:

- Promote equality of opportunity and the principles of equal pay throughout our workforce;
- Promote our flexible working policy;
- Provide training and guidance for any of our staff involved in decisions about pay and benefits.
- Review how we promote accessibility for all employees to senior roles in our organisation regardless of any characteristics.

We recognise our ability to act in some areas is limited, for example, we have no control over subjects individuals choose to study or the career choices they make taking into account employee's individual, personal circumstances.

We continue to strive to ensure equality of pay and to enhance our gender pay gap by:

- Identifying internal candidates for senior roles where possible;
- Monitoring our compensation and benefits from a market and equality perspective;
- Consulting and taking on views of employees for harmonisation of benefits and to encourage engagement and retention;

Additional actions we have committed to take this year to address Syneos' gender pay gap are as follows:

- Increasing the number of female employees at senior levels by:
  - Investing internally on the development of females within the company through a variety of initiatives such as mentoring, leadership training and promotion pathways.
  - Putting an increased focus on the retention of top female talent.

**Statutory Gender Pay Gap declarations for our UK legal entity (year on year)**

	Pay										Bonus Pay			
	Median Pay Gap	Mean Pay Gap	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile		Median Bonus Pay Gap	Mean Bonus Pay Gap	Proportion receiving bonus	
			F	M	F	M	F	M	F	M				
2020	11.2%	19.1%	59.7%	40.3%	70.8%	29.2%	72.5%	27.5%	75.9%	24.1%	33.8%	78.2%	54.6%	58.6%
2019	10.1%	14.5%	78.1%	21.9%	81.4%	18.6%	84.3%	15.7%	88.7%	11.3%	30.2%	42.8%	58.5%	65.7%

We confirm that the information in this statement is accurate.

Signed

*Kirstin Connell*

Electronically signed by:  
Kirstin Connell  
Reason: I am the approver  
Date: Oct 5, 2021 14:46 GMT+1

Kirstin Connell, Director

Date: 5 October 2021

Signed

*Nyla Singh*

Electronically signed by:  
Nyla Singh  
Reason: I am the approver  
Date: Oct 5, 2021 14:49 GMT+1

Nyla Singh, Director

Date: 5 October 2021