

# PKI-UK: Gender Pay Gap Report

October 2021



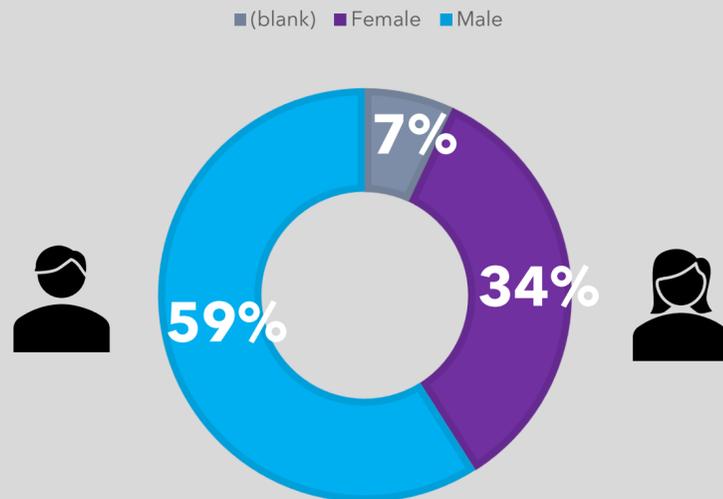
# PerkinElmer Gender Pay Report 2021



## Foreword

PerkinElmer's requirement to disclose the gender gap for our UK businesses is included in this report. Under legislation that went into effect in April 2017, all companies with 250 or more employees are now required to publish their gender pay gap. We welcome and support gender pay gap reporting at PerkinElmer because we are committed to equal opportunities. This report includes both the statutory disclosures that PerkinElmer is required to make, as well as additional context about our pay practices.

### UK Employees | Gender Split



### Every day, we make an impact.

PerkinElmer is a global, 3.8 billion (US\$) company committed to innovating for a healthier world. We create the instruments, tests, software and services used by scientists, researchers and clinicians to address the most critical challenges across science and healthcare. We strategically partner with customers to enable earlier, more accurate insights, supported by deep market knowledge and technical expertise. Our dedicated team of about 14,000 employees is passionate about helping them work to create healthier families, improve the quality of life and sustain the wellbeing of people worldwide.

Through our comprehensive portfolio, we serve four market segments to help customers:

- DIAGNOSTICS
- LIFE SCIENCES
- FOOD
- APPLIED MARKETS

### Together, we are making a difference for the better.

- In 2020, PerkinElmer aided more than 1,000 new diagnostics customers in their efforts to combat the pandemic, shipping more than 25 million COVID-19 PCR tests and 75 million nucleic acid kits.
- To date, more than 702 million babies have been tested for life-threatening diseases using PerkinElmer's newborn screening tools.
- 220 million tons of wheat are analyzed for quality each year by PerkinElmer instruments. Our technologies can also detect food fraud in under 30 seconds.
- PerkinElmer instruments test 289 billion gallons of water annually, to provide safe drinking water for more than 1 billion people and help reduce 8 million metric tons of plastic waste from our oceans.
- Around the world today, more than 2 million scientists are using PerkinElmer's laboratory software to store and analyze research data and collaborate on experiments.

# Gender pay gap reporting in the UK

- The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.
- From 2017, if you are an employer who has a headcount of 250 or more on your 'snapshot date' you must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'.
- The Equality and Human Rights Commission (EHRC) have announced that enforcement of gender pay gap reporting for the 20/21 reporting year (which uses a snapshot date of 31 March 2020 and 5 April 2020) will not begin until 5 October 2021.

- **Eight ways to understand your organization's gender pay gap**

*The gender pay gap (GPG) data that you have reported provides a basic understanding of what the gender pay balance looks like within your organization. However, to be able to target resources effectively to improve your GPG, it is essential to know more about the specific causes of any imbalance.*

- [Do people get 'stuck' at certain levels within your organization?](#)
- [Is there gender imbalance in your promotions?](#)
- [Are women more likely to be recruited into lower paid roles in your organization?](#)
- [Do men and women leave your organization at different rates?](#)
- [Do particular aspects of pay \(such as starting salaries and bonuses\) differ by gender?](#)
- [Do men and women receive different performance scores on average?](#)
- [Are you doing all that you can to support part-time employees to progress?](#)
- [Are you supporting both men and women to take on caring responsibilities?](#)

- **Actions to close the gender pay gap**

*Employers who use high quality data to understand the drivers of their gender pay gap will be able to target their actions and therefore deliver the most effective results.*

- [Effective actions](#)
- [Promising actions](#)
- [Actions with mixed results](#)

# Closing the Gap

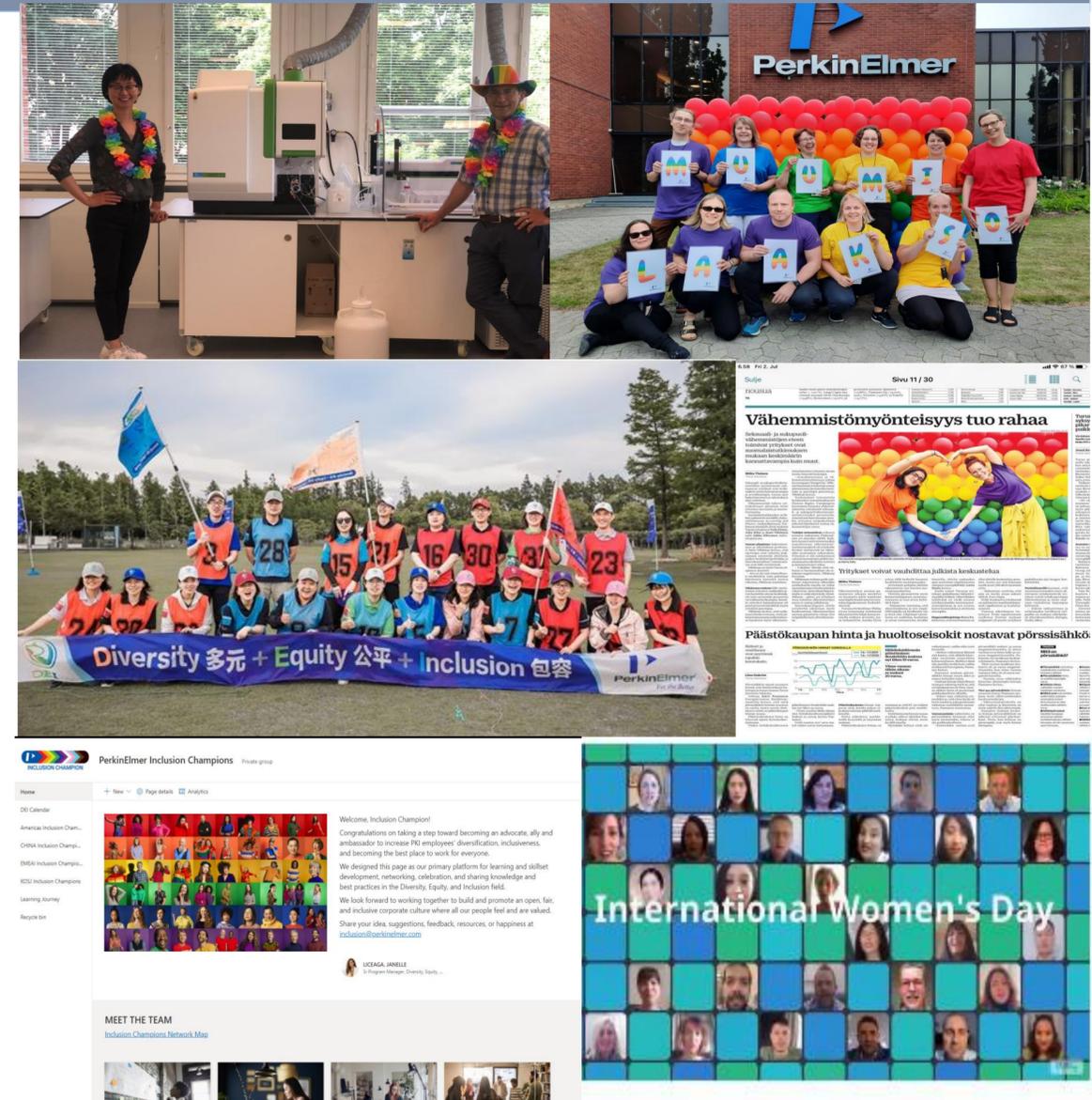
*Our goal is to develop, promote, and ground diversity, equity and inclusion within PerkinElmer's culture. By fully embracing diversity in all its multiplicity, we foster the growth and support of the employee lifecycle that not only leads to creating better products, solutions, and services, but also leads us to being better people.*

At PerkinElmer, we have always welcomed and celebrated one another's unique backgrounds, ideas, and experiences because we know they are fundamental to our success. More recently, we have established a Diversity, Equity, and Inclusion (DEI) team to oversee and implement global DEI goals, recruiting and retention efforts, training, policies and procedures and diversity celebrations all over the world.

**We are committed that by 2025**, PerkinElmer will be among the companies closing the gender gap and achieving gender parity as well as gender equality. Some of our initiatives that will help us achieve these goals are as follows:

- Inclusion Champions program
- Employee Resource Groups
- Diversity, Equity, and Inclusion (DEI&)Training
- DE&I and Cultural global activities.
- DE&I recruitment strategy: partnership with diversity focused professional and student organizations to support talent attraction and recruitment.

*By building an inclusive community, we can bring together our shared values and culture to build stronger relationships, to see ourselves within each customer, and to perform our best work each day.*



# Our People

“

What I like about PerkinElmer is that there is a lot of valuable collaboration with colleagues in other regions, not just my local team.

”

Steph Wilbraham  
Market and Business Development Leader  
– Genomic Testing  
Seer Green, the UK



INNOVATING  
FOR A HEALTHIER  
WORLD



“

You will be pleased with the variety of opportunities and experiences you can gain as an employee of PerkinElmer.

”

Anona Bamford  
Regional Segment Leader  
Seer Green, the UK



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FOR A HEALTHIER  
WORLD



# UK-Pay Gap Report

## Hourly Pay

16%

The **mean pay variance** shown is the difference between the average hourly pay of men and women

26%

The **median pay variance** shown is the difference between the midpoint in the ranges of hourly pay of men and women

## Bonus Pay

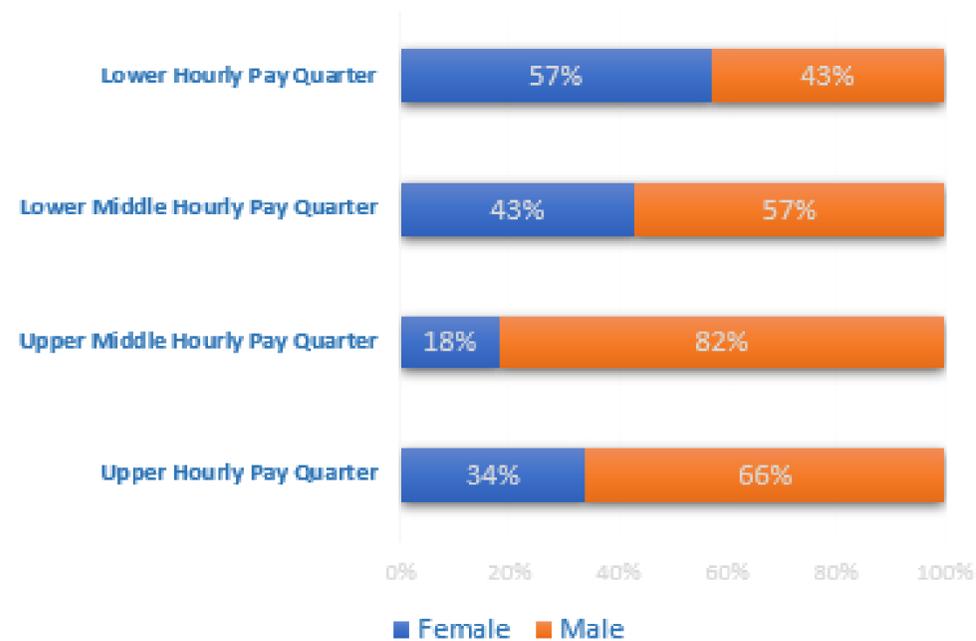
34%

The **mean bonus pay** shown is the difference between the average bonus pay of men and women

48%

The **median bonus pay variance** shown is the difference between the midpoint in the ranges of bonus pay of men and women

### Split of Gender by Quartile



### BONUS PAY RECEIVED



# Our continued commitment

## Steps have been taken to achieve more balanced and equal gender representation in recruitment.

- For our Hiring Manager's community, we have launched interview skills training which covers the topic such as DEI, unconscious bias and behavioral interviewing techniques
- To attract more women to our engineering, IT and Software, we have formed the partnership with Society of Women Engineers (SWE), International Electrical and Electronic Engineers (IEEE) and Lesbians Who Tech
- Ensure a gender diverse slate of external candidates for open requisition

## Continue supporting career development and advancement of female talent pipeline

- Train employees on General DEI knowledge topics and awareness
- Create DEI toolkit guide - leverage DEI Champions to create guides with practical information on how to relate to each other and "walk a mile in someone's shoes"
- Launched Women Forum ERG - opportunity to network and career development
- Train and mobilize HR team members on DEI general awareness and to be empowered to facilitate DEI conversations and trainings
- Use data available to measure the impact of DEI policies and initiative that are part of this strategy

## Supporting people returning to work, as well as providing well-being and other benefits to our diverse population.

- Promote more gender diversity in leadership position by developing the women leader's pipeline
- Measure how the DEI initiative penetrate and embed in our PerkinElmer Culture
- Celebrate Regional specific events around DEI (Pride month, national days...)