



Novartis UK Gender Pay Dashboard 2022

We aspire to have a diverse, equitable and inclusive environment and seek to ensure that men and women are paid equally for doing equivalent jobs or performing the same or similar work or work of equal value. We aim to build a workplace that reflects our global patient population and where each of us can be our true selves - inspired, curious and unbossed every day, without fear of discrimination; empowered to fulfil our personal and professional goals, working together to reimagine medicine for people around the world.

Report published: March 2023

Novartis UK
(all entities together) is pleased that several data metrics show we do not have an overall gender pay gap. On some averages, women across our UK sites and divisions earn more than men.

The figures below are based on all associates employed across the Novartis group* (approximately 1,200 associates across all our divisions).

Mean gender pay gap

0.8%

On average men earn £0.33/hour more than women



Median gender pay gap

-3.5%

On average women earn £1.23/hour more than men



Mean gender bonus gap

6.2%

On average men earn £819/year more in bonuses than women



Median gender bonus gap

-10.1%

On average women earn £932/year more in bonuses than men



Percentage of men and women who received a bonus payment:

100%



Men

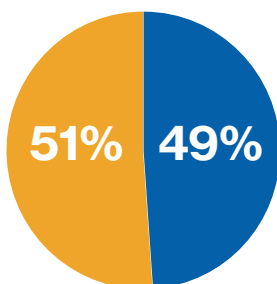
99.7%



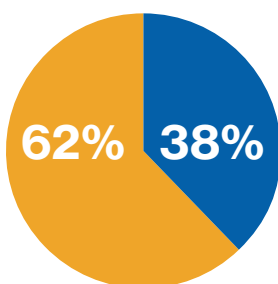
Women

Proportion of men and women in each pay quartile

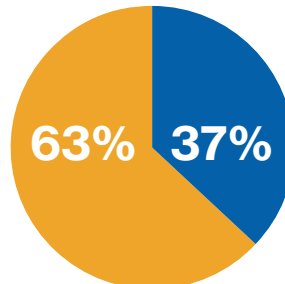
Upper quartile



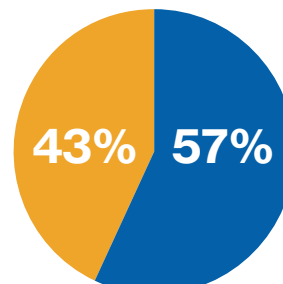
Upper middle quartile



Lower middle quartile



Lower quartile



● Women

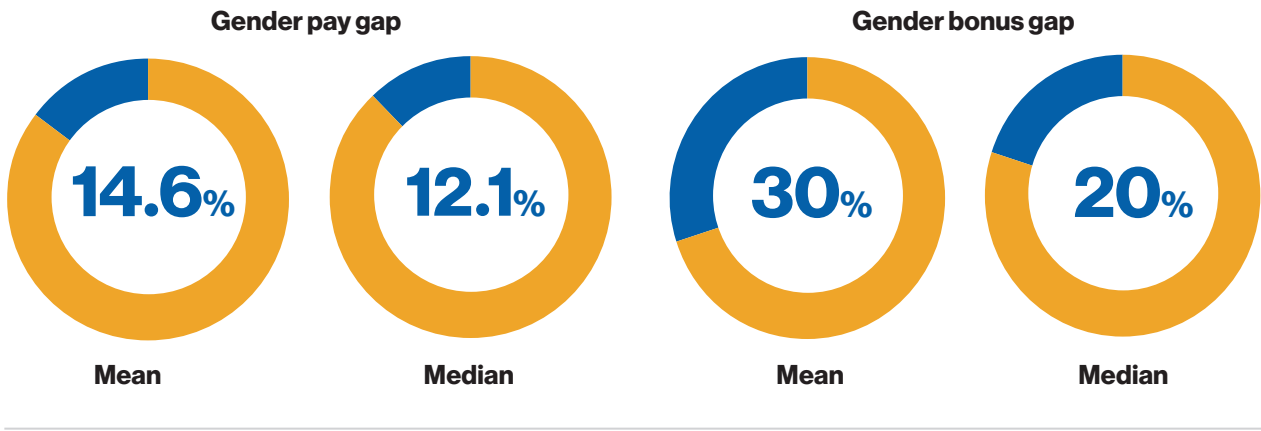
● Men

*excludes Gyroscope Therapeutics Limited, Advanced Accelerator Applications and AveXis

Novartis UK has three employing entities. One of these entities employs over 250 associates for which specific data is provided below.

Novartis Pharmaceuticals UK Ltd. employs approximately 810 associates across Pharma, Oncology, Customer & Technology Solutions and Global Drug Development divisions, with a gender split of approximately 40% male and 60% female.

Pay				
Breakdown of pay quartiles by gender				
	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Men	53%	37%	34%	28%
Women	47%	63%	66%	72%



Proportion of men and women receiving a bonus payment



Novartis Data on File, calculated by data scientists in the Novartis People & Organisation team, as per the legislative requirement - <https://www.gov.uk/government/collections/gender-pay-gap-reporting> (date accessed: February 2023)

Hybrid working

We set out on a journey with a learning mindset, taking an experimental approach to how we work, and knowing that as the world continues to evolve, we need to evolve with it. Choice with Responsibility (CwR) was born during a time of global disruption and uncertainty caused by the pandemic, and it served Novartis and our associates well. Two years later, our freedom of movement, the ability and desire to interact with each other, and our daily lives in most countries are almost as they were before the pandemic.



To power our next phase of growth, we are starting a new chapter of flexible working at Novartis. Time spent together in person helps to foster collective accountability and provides opportunity to develop and learn from those around us. Hybrid working will prioritise team building and collaboration, innovation, creativity and a sense of community, with a renewed focus on fuelling growth for our company.



Bridging the gap – Through Trust and Transparency

We are catalysing organisational innovation and diversity of thinking through our continued commitment to the United Nation's Equal Pay International Coalition (EPIC), a journey that we embarked on a few years ago and have now institutionalised in the company - creating pay equity and transparency and achieving gender balance in management.

- **Transparent communication of individual pay positions compared to internal and external benchmark data.**
- **Removal of historical salary comparisons from our offer processes and focus on an objective assessment of a candidate's relevant experience, education, and competency against internal and external benchmarking data to remove possible bias.**
- **Focusing on achieving gender balance in management.**

The gender pay gap may also be influenced by the extended time off taken by women for maternity leave or childcare which historically may have lowered women's salary over time. Novartis UK implemented a new non-statutory parental leave policy in 2021, which provides 26 weeks fully paid parental leave for both birthing and non-birthing parents following the birth, surrogacy or adoption of a child. These important interventions reaffirm our commitment in our cultural journey towards pay equity and transparency.