

Gender Pay Gap Report 2025 – Eurofins Biopharma Product Testing Ltd

Snapshot Date: 22nd June 2025

Organisation Size: 450+ employees

Gender Pay Gap Metrics

Hourly Pay Gap

- Mean Gender Pay Gap: 4%
- Median Gender Pay Gap: 10%

This means that, on average, female employees earn 4% less than male employees on a per-hour basis. The median figure, representing the middle value in pay distribution, also reflects an 10% gap. Which is reflective of a 10% higher rate per hour across the sample.

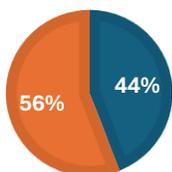
Bonus Pay Gap

- Mean Bonus Pay Gap: 7%
- Median Bonus Pay Gap: 73%

This shows that among employees who received a bonus, the average bonus for women and men there is a small 7% gap. The median is a high percentage but due to high numbers of female staff on leave and having recently joined in the sample time this is reflective of the conditions at the time of bonus payment.

% FEMALE & MALE STAFF RECEIVING BONUS

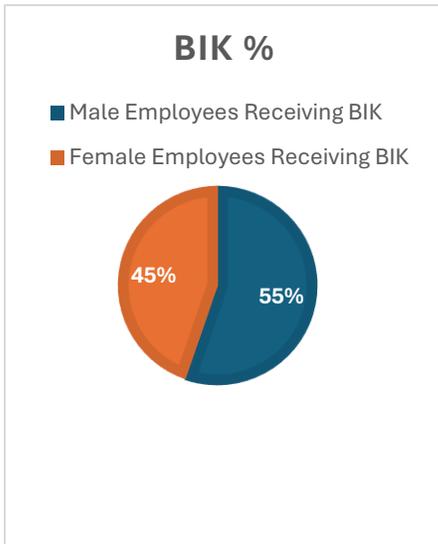
- % of females receiving bonus
- % of males receiving bonus



Proportion Receiving a Bonus

- 44% of female employees received a bonus
- 56% of male employees received a bonus

This indicates that a higher proportion of male employees received a bonus compared to female employees.



Proportion Receiving Benefits in Kind (BIK)

- 45% of female employees received BIK
- 55% of male employees received BIK

More male employees availed of the non-cash benefits than female employees.

Pay Quartiles

The figures below represent the gender distribution across four pay bands (quartiles), from the lowest to highest hourly pay.

Quartile	Males	Females	Explanation
Lower	32%	68%	Includes all employees at or below the lower quartile of hourly pay
Lower Middle	33%	67%	Above the lower quartile but at or below the median
Upper Middle	51%	49%	Above the median but at or below the upper quartile
Upper	38%	62%	Above the upper quartile

These figures show that women and men are well represented across all pay bands, and that there is only a small gender gap across upper middle of the sample. The data is reflective of the high female representation within the Company.

Narrative and Commentary

Our reported 4% mean and 10% median gender pay gaps place us within the national average.

The bonus pay gap represents the high level of female staff and also the high proportion that within this sample review that did not receive a bonus.

Actions We Are Taking:

- Continue to reviewing internal promotion and progression pathways to ensure fairness and transparency.
- Enhancing flexible working options and support for career development, especially for women returning from leave.
- Continued monitoring recruitment and reward policies to ensure unbiased decision-making.
- Continuing to monitor our data to ensure that no disparity forms.