

Gender Pay Gap Report (2025 – 2026 Reporting Year)

Eurofins Food Testing UK Limited is required by law to publish an annual gender pay gap report. The gender pay gap is defined as the differences in the average earnings of men and women over a standard period of time, regardless of their role seniority.

We are very pleased to confirm that steps taken continue to positively impact on our position, in particular through actions taken with our supervisory structure and management team where we have placed greater emphasis on consistent pay and benefit bandings. Our pay and progression models continue to operate across our laboratories, customer excellence and logistics teams. This activity continues to drive consistency in pay and better defined career paths.

A positive pay gap indicates that men are paid more; a negative pay gap indicates that women are paid more.

The overall gender pay gap is defined as the difference between the median (actual midpoint) or mean (average) basic annual earnings of men and women expressed as a percentage of the median or mean basic annual earnings of men.

This is the Eurofins Food Testing UK Limited report for the snapshot date of 4 April 2024

- The mean gender pay gap for Eurofins Food Testing UK Limited is 26.9%
- The median gender pay gap for Eurofins Food Testing UK Limited is -3.2%
- The mean gender bonus gap for Eurofins Food Testing UK Limited is 47.2%
- The median gender bonus gap Eurofins Food Testing UK Limited is 32.58%
- The proportion of male employees in Eurofins Food Testing UK Limited receiving a bonus is 4.71% and the proportion of female employees receiving a bonus is 3.45%.

Pay quartiles by gender

Band	Males	Females	Description
A	49%	51%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	46.7%	53.3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	48.3%	51.7%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	41.6%	58.4%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I confirm that Eurofins Food Testing UK Limited is committed to the principle of gender pay equality and has prepared its gender pay gap results in line with mandatory requirements.

Cheryl Evans

**Divisional HR Director
Eurofins Food Testing UK Limited**