

Gender Pay Gap Report 2025 – Eurofins Professional Scientific Services Ltd

Snapshot Date: 22nd June 2025

Organisation Size: 350+ employees

Gender Pay Gap Metrics

Hourly Pay Gap

- Mean Gender Pay Gap: 4%
- Median Gender Pay Gap: 0%

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, which is reflective of a 0% gap.

Bonus Pay Gap

- Mean Bonus Pay Gap: 0%
- Median Bonus Pay Gap: 0%

This shows that among employees who received a bonus, the average bonus for women and men shows no mean or median differences.

% Female and male staff receiving bonus

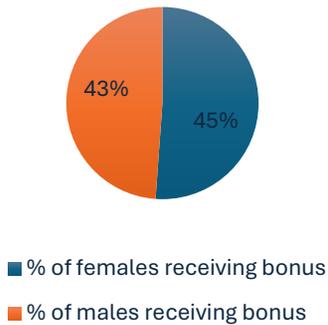


Proportion Receiving a Bonus

- 10% of female employees received a bonus
- 36% of male employees received a bonus

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

BIK %



Proportion Receiving Benefits in Kind (BIK)

- 45% of female employees received BIK
- 43% of male employees received BIK

More female employees received non-cash benefits than male 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	32%	68%	Above the lower quartile but at or below the median
Upper Middle	29%	71%	Above the median but at or below the upper quartile
Upper	32%	68%	Above the upper quartile

These figures show that women and men are well represented across all pay bands, and that there is no gender gap across the sample. The data is reflective of the high female representation within the Company.

Narrative and Commentary

Our reported 4% mean and 0% median gender pay gaps place us within the national average. A 4% gap still indicates an imbalance, this gap is influenced by the distribution of genders across roles and levels.

The bonus pay gap (0% mean) highlights the lack of disparity.

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.