



Steve
Forrester-Coles,
Runcorn
Site General
Manager

Gender Pay Reporting 2018

It's now been a year since our first gender pay diversity report. Since then, we've done a lot within our organisation to deliver on our goals of making Teva a great place to work and one which meets our employees' diverse individual needs, whatever they may be.

As a business with more than 250 employees we are required to produce a report each year that sets out our progress in this area. You can read our Gender Pay Report for 2018 [here](#).

Our gender pay gap has reduced in terms of our median hourly rate since our 2017 results by 1.62%. However, our mean hourly rate has increased to 4.58%. This is because we introduced four additional senior management positions in operations during the last year and all of the appointees were male, this had an effect on our overall gender pay reporting.

I am encouraged by this result but we need to do more. We have in place a range of initiatives within Teva to look at gender diversity and help drive behavioural change, along with raising awareness of how we can all continue to improve:

- We have clearly and consistently applied distinct pay bands to job roles, so we don't discriminate between any candidates in relation to their salary or pay rewards.
- We have created a Science, Technology, Engineering and Maths (STEM) Ambassador network, to help encourage the next generation of STEM employees within Teva, as we recognise there are fewer women than male currently graduating in STEM subjects and this is a trend we would like to help reduce.

We continue to look at what we can do to support employees' long-term ambitions irrespective of their work patterns, and to provide development opportunities for all. I'm proud to say that all of our colleagues make a very valuable contribution and that we remain committed to getting it done together and providing quality choices and opportunities to all.

Gender Diversity at Teva Runcorn

At Teva Runcorn, we have a large manufacturing facility as well as two teams of Research and Development Scientists. Throughout the sites we operate STEM Career Pathways (Science, Technology, Engineering, and Maths) and have structure pay bands aligned to a global grading architecture.

Whilst our demographic is heavily weighted male to female, because of our structured pay system and STEM Career Pathways pay levels are irrespective of gender, race, ethnicity or age.

We are proud to have a site leadership team that is 50% male and 50% female and have a reasonable balance of male to female across our wider management structure.

In our production roles, the demographic is more heavily weighted to men. These roles are largely shift-based roles and do not appeal to everyone, due to the night working aspect.

In 2017, we decided to sign-up to the STEM Ambassador programme. Not only is this an excellent way to support the professional development of our current, highly skilled workforce, but also enables us to reach out to communities and educational institutions to support and encourage the next generations of STEM students and employees.

We combine working as external STEM Ambassadors with our internal professional development pathways to drive high levels of engagement and equal opportunity.



"We have a range of initiatives to address gender diversity, not just about raising awareness but also helping to drive behavioural change."

Our Gender Pay Report

2018

Difference in Hourly Rate

Women's mean hourly rate is



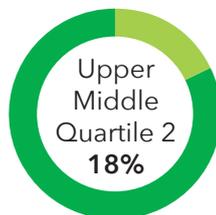
lower than men's

Women's median hourly rate is



lower than men's

Quartiles - % of women in each quartile



Bonus Payments across financial year

who received bonus



2% of men



0% of women

Women's median bonus pay is **100% lower than men's**

Women's mean bonus pay is **100% lower than men's**

2017

Difference in Hourly Rate

Women's mean hourly rate is



lower than men's

Women's median hourly rate is



lower than men's

Quartiles - % of women in each quartile



Bonus Payments across financial year

who received bonus



100% of men



100% of women

Women's median bonus pay is **17% lower than men's**

Women's mean bonus pay is **7% lower than men's**

Gender pay gap v. equal pay

The gender pay gap and equal pay are often confused, but they are not the same.

The gender pay gap is the difference between the gross hourly pay of all men and the gross hourly pay of all women across the organisation, regardless of role. It is expressed as a percentage of men's earnings.

Equal pay deals with ensuring that men and women in the same employment and who perform equal work receive equal pay.

This report deals with the gender pay gap and not with equal pay.

Mean v. median

The mean and the median are different types of average.

The mean of a set of numbers is found by adding up all the numbers and then dividing by how many numbers there are.

The median is the middle point of a set of numbers, in which half the numbers are above the median and half are below. It is found by putting all the numbers in numerical order, and then finding the middle number in the list.

How We Are Working To Improve

Over the last year, we have identified the following ongoing projects which we continue to prioritise:



Recruitment

we reviewed our recruitment process and looked at ways that we could eliminate the potential for unconscious bias, from use of new job description templates through to how interviews are scored.

Our focus on reducing unconscious bias continues to be part of our ongoing leadership training and procedures.



STEM Ambassador Programme

We continue to drive the importance of the Science Technology Engineering and Maths (STEM) Ambassador programme and regularly attend STEM events to help enthuse the next generation of talent in these areas of learning. We will continue to attend further STEM events this year to capture the interest of a large number of STEM students.



Female Leaders

We recently interviewed a number of female leaders at Teva Runcorn and created a "Meet our Female Leaders" page on our recruitment website. The profiles talk about each employee's career experience and STEM background. We created the profiles to help drive forward the importance of gender balance at Teva Runcorn and that we seek to recruit talented, educated employees regardless of their gender or any other individual circumstances.



Stonewall

Teva Runcorn became members of Stonewall in 2018. The organisation represents Lesbian, Gay, Bisexual and Transgender (LGBT) people. Their mission is to empower individuals and transform institutions as advocates and agents of positive change. We have completed Stonewall's work place index, showing our ongoing commitment to LGBT people and inclusivity within the workplace.



International Women's Day

Teva Runcorn promoted International Women's Day and featured an article about one of our female research and development (R&D) engineers, again, to further promote interest in STEM careers. This was published on the Teva twitter and Facebook accounts.