

Novartis UK is proud to be publishing the Gender Pay Gap Reporting (GPGR) data as required by the UK Government ahead of the April 2018 deadline. We are happy to be the first company in the pharmaceutical sector to publish these data.



At Novartis, we are proud of our diverse workforce and the inclusive environment that allows all associates to thrive and contribute to our shared business goals, whilst developing and growing their career.

Providing equal pay for equal work is in line with our values.

We are committed to providing a work environment where employment-related decisions, including compensation, are based on skills, qualifications and other job-related business criteria.

Novartis UK is pleased that our data show we do not have an overall gender pay gap. Across all of our UK sites and divisions, women on average earn more than men.



Behind the numbers



The demographics of our workforce vary across our legal entities, sites and divisions, driven predominantly by environmental and historical factors such as occupations more traditionally performed by men and women.



Overall, **Novartis UK employs broadly the same number of men and women**, but we have more men in some traditionally, lower paid, male-dominated skilled areas, and more men in some highly paid specialist roles.



When you look at the gender pay gap by job bands, it shows that in all but one job band **women earn on average the same or more than men**.

Gender pay is not the same as equal pay!

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. The gender pay gap does not show differences in pay for comparable jobs. Unequal pay for men and women has been illegal for 45 years.

Across Novartis in the UK, over the past three years...

60% 

of graduate placements have been awarded to women

65% 

of secondments have been performed by women

56% 

of promotions have been awarded to women

10% 

increase in the number of female senior leaders on our leadership teams

Gender pay dashboard for Novartis UK

How the data are calculated

The UK Government has outlined how these data should be reported. All companies with 250 employees or more need to publish their GPGR annually from April 2018 and all results will be published on a UK Government website. The gender pay gap is calculated across all jobs, at all levels within an organisation.

Mean gender pay gap

-0.4%

On average women earn more than men

Mean gender bonus gap

0.8%

On average men earn more than women

Median gender pay gap

-12.4%

On average women earn more than men

Median gender bonus gap

-18.2%

On average women earn more than men

Proportion of males and females receiving a bonus payment

95%



Males

93%

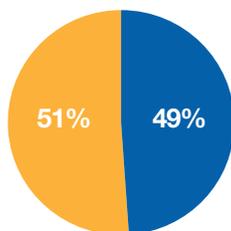


Females

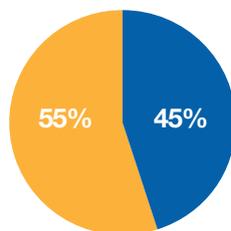
VS

Proportion of males and females in each pay quartile

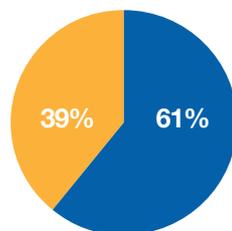
Upper quartile



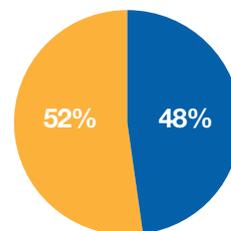
Upper middle quartile



Lower middle quartile



Lower quartile



 Females  Males

Data compiled in accordance with UK legislation and reflects all four separate legal entities comprising Novartis UK (approximately 1,500 associates).

Novartis UK has four employing entities, two of which employ over 250 associates for which specific data are provided below.

Novartis Pharmaceuticals UK Ltd.				
(employing approximately 825 associates across our Pharma, Oncology, Novartis Business Services and Global Drug Development divisions, with an overall gender split of approximately 40% men and 60% women)				
Pay				
Breakdown of pay quartiles by gender				
	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Men	50%	46%	33%	32%
Women	50%	54%	67%	68%
Gender pay gap				
Mean	10.8%			
Median	8.6%			
Bonuses				
Proportion of men and women receiving a bonus payment				
Men	95%			
Women	95%			
Gender bonus gap				
Mean	16.2%			
Median	21.1%			

Novartis Grimsby Ltd.				
(employing approximately 400 associates on our Grimsby manufacturing site with an overall gender split of approximately 80% men and 20% women)				
Pay				
Breakdown of pay quartiles by gender				
	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Men	80%	91%	93%	58%
Women	20%	9%	7%	42%
Gender pay gap				
Mean	7.1%			
Median	14.3%			
Bonuses				
Proportion of men and women receiving a bonus payment				
Men	99%			
Women	100%			
Gender bonus gap				
Mean	-2.6%			
Median	5.5%			

Our commitment at Novartis UK

At Novartis UK, we apply high standards of integrity in all that we do and do not tolerate discrimination based on gender or any other protected status. Our selection process reflects this as we seek the best candidate based on skills, qualifications and other job-related and business criteria.

We value the diversity of our workforce and want to do more to enrich it.

When it comes to the compensation we offer successful candidates, we make compensation decisions based on skills, qualifications and other job-related and business criteria, including comparison to external and internal benchmarks.



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Erica Cassin
HR Director, Novartis UK



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