

# Gender Pay Gap Report 2024

Gender pay gap and Gender Bonus pay stats  
reported

# Introduction

Welcome to Perceptive UK's annual Gender Pay Gap report.

Gender Pay Gap calculations are based on employer payroll data drawn in April each year. This is called the 'snapshot date'. Any employer who has a headcount of 250 or more on the 'snapshot date' must comply with regulations on gender pay gap reporting.

Perceptive UK is comprised of three entities. Only one entity, Perceptive eClinical Ltd, meets the government requirements for reporting Gender Pay Gap statistics in 2024, however, we are reporting on our entire UK population for fullness and transparency.

# Gender Pay at Perceptive

## Part One: Pay

Gender Pay statistics compare the average and median pay of males and females in an organisation.

A gender pay gap exists where the average and median hourly rate based on the pay of males is higher than that of females, or vice versa. This is different to equal pay, which is the difference between the pay of males and females who perform the same or equivalent roles.

Metric	Perceptive eClinical Ltd		Perceptive UK (All UK Entities)	
	2023	2024	2023	2024
Difference in Mean Hourly Rate of Pay	3.40%	9.13%	4.70%	7.06%
Difference in Median Hourly Rate of Pay	7.80%	12.50%	7.00%	10.00%
% of Males	65.20%	65.00%	67.70%	68.53%
% of Females	34.80%	35.00%	32.30%	31.47%

# Gender Pay at Perceptive

## Part Two: Bonus

The mean and median bonus gap reflects the demographic make-up of our senior population and the relatively small population we are reporting on. We remain confident our variable pay schemes are equitable and free from gender bias.

We expect to see fluctuations in bonus pay gaps as a result of business performance and demographic changes, particularly within our senior population.

Metric	Perceptive eClinical Ltd		Perceptive UK (All UK Entities)	
	2023	2024	2023	2024
Difference in Mean Bonus Payment	-11.6%	-2.89%	-4.2%	
Difference in Median Bonus Payment	15.0%	88.2%	14.3%	
% of Males Receiving Bonus	50.5%	8.7%	54.6%	
% of Females Receiving Bonus	52.6%	10.3%	57.1%	

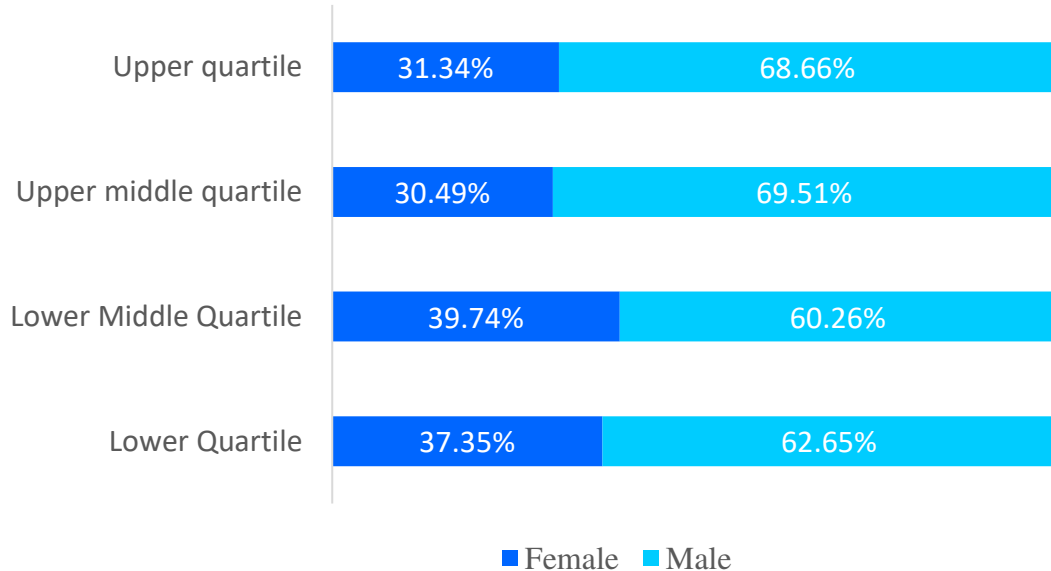
# Gender Pay at Perceptive

## Part Three: Quartiles

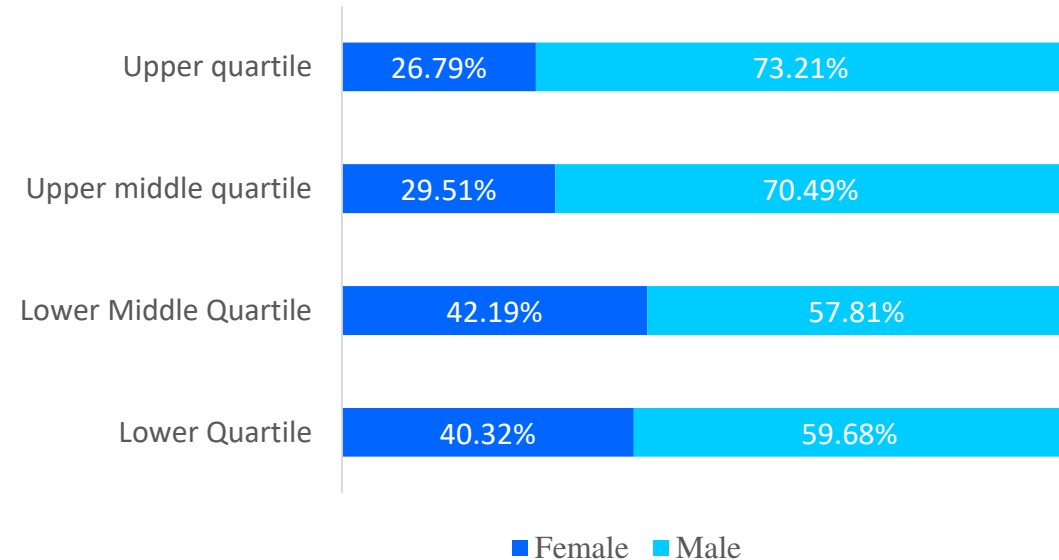
Quartiles provide a picture of where males and females sit hierarchically using hourly pay.

Our aim is to progress towards a better gender balance, and to continue to attract, retain, develop and progress diverse talent across our organisation globally. We are continuing to build an inclusive environment with diverse representation at all levels, reflecting the diversity of our customers, and their patients.

PERCEPTIVE ECLINCICAL LTD 2023



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