

# Gender Pay Gap 2023



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# A message from Emma Busby, Chief Operating Officer

CHASE is an equal opportunities employer and we are committed to fulfilling our client's needs with the best possible workforce, irrespective of gender or any other protected characteristic.

Our focus is supplying the best people solutions in the pharmaceutical and healthcare industries, with our longstanding industry-wide reputation based on the calibre of people we can attract, develop and retain.

We know the value of diversity in any organisation and we pride ourselves on our culture – one of equality and performance – that allows our talented individuals to thrive as a collective.

Most CHASE employees work on client projects which means their salary and bonus levels will be driven by the specific objectives and targets of our clients' needs. **83%** of the CHASE employees captured in this report are working on client projects like this. With the remaining **17%** being core employees, CHASE has more direct control over remuneration and we are pleased to say that the pay gap between comparable roles for these core employees is zero or slightly in favour of females.

CHASE owes its continued success to its high calibre people of both genders. We strive to ensure a culture of high performance and innovation that rewards its people fairly and in accordance with their skills and experience.

Nevertheless we acknowledge that unconscious biases can perpetuate inequality and we will ensure managers have the knowledge and skills to appraise individual's performance fairly whilst also ensuring representation and visibility at all levels of the business.

With that in mind, we are pleased to note that as at the snapshot date **33%** of the board is female, **2 of the 5** highest remunerated per hour employees are female and all **7 of the top 10** highest bonus earners are female.



# Pay and bonus gap

Difference between men and women

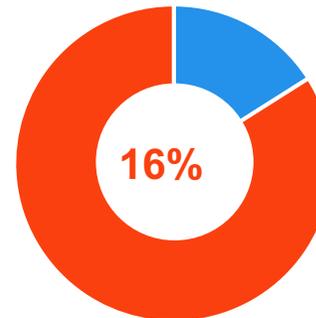
In terms of hourly pay, there is a pay gap in favour of men for both the mean and the median. However, it should be noted that 9 of the top 20 earning employees in the snapshot period were female.

For bonuses, the mean female bonus was higher than for males but a wider gap in the median. Similar to above, it should be noted that 8 of the top 10, and 7 of the top 10 bonuses were earned by females.

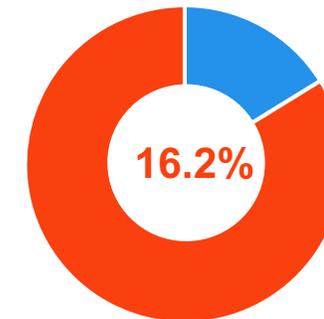
The mean is the average of all earnings or bonuses, whereas the median is the middle point of earnings or bonuses when individual recipients are sorted from high to low.

2022	Hourly pay
Male mean	£27.46
Male median	£23.92
Female mean	£23.08
Female median	£20.04

Mean pay gap



Median pay gap

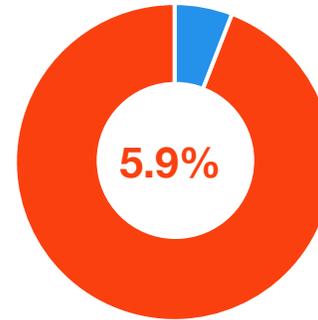


# Pay and bonus gap

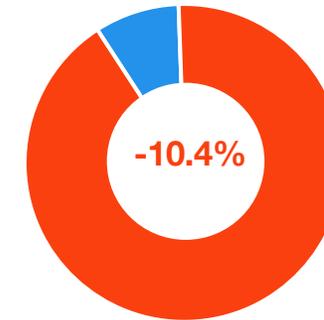
Difference between men and women

	2022
Male mean bonus	£5,590
Male median bonus	£3,000
Female mean bonus	£5,258
Female median bonus	£3,313

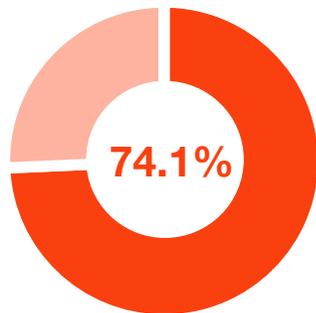
Mean bonus gap



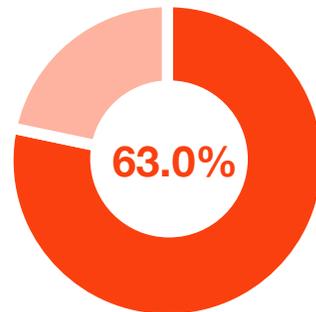
Median bonus gap



Male bonuses %



Female bonuses %



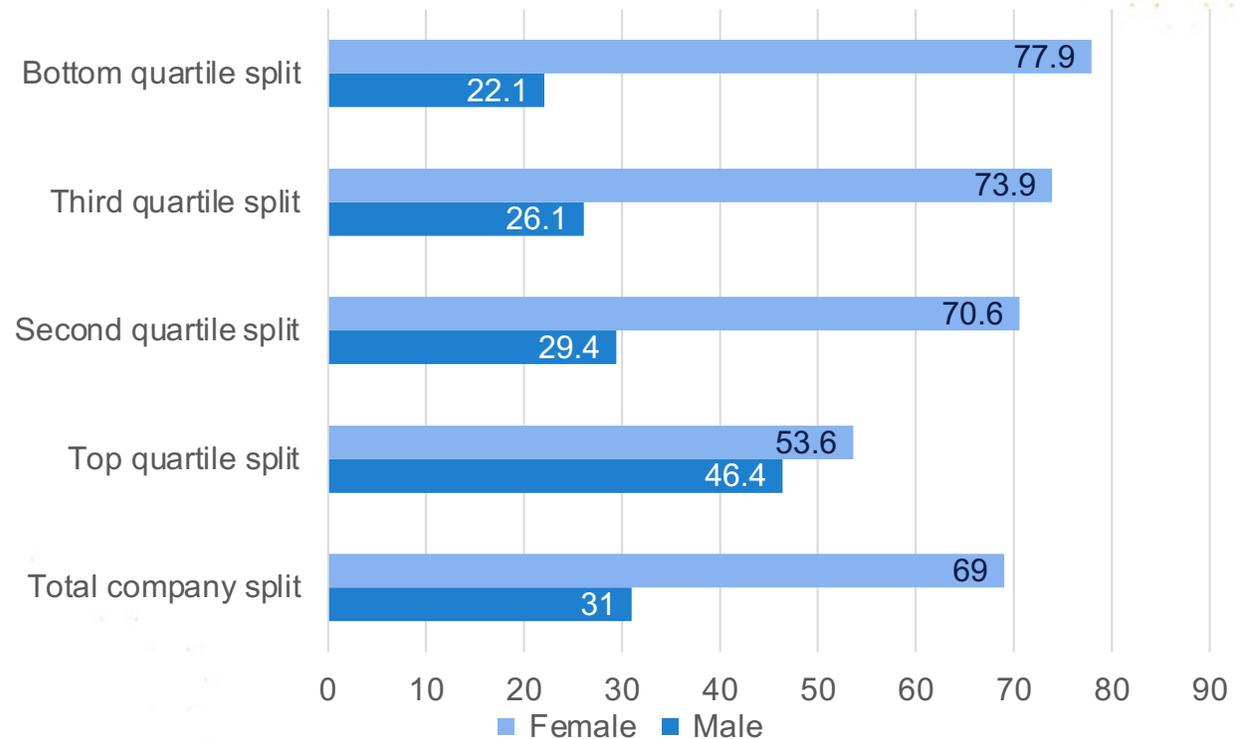
These charts to the left show the percentage of each gender that receives a bonus. The 11.1% gap reflects that proportionally more males than females received bonuses in the snapshot period. However, the figures above show that there is a bonus paygap in favour of females for the median.



# Our Quartiles

The mix of males and females at different levels of pay within our business reflects that we are able to attract and retain females at all levels of the organisation.

Whilst the distribution within the quartiles is more balanced than at our last reporting date, males remain overrepresented in the top 2 quartiles and particularly the top quartile.



# Declaration

The gender pay gap is defined as the difference in the average pay between men and women, regardless of the nature of their work. This is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

The gender pay gap legislation introduced in April 2017, requires that UK employers with 250 employees or more on the snapshot date (5th April) publish data about their gender pay gap. In the above report, we have shared the gender pay gap data for the relevant pay period of April 2022 and bonuses in the 12 months to 5th April 2022.

At CHASE we take gender pay seriously and are committed to making steps to ensuring equal opportunities through a balanced recruitment strategy, proactive personal development and flexible working.

Recruitment, selection and development decisions will continue to be made on the basis of merit and suitability of the individuals' skills and experience. CHASE will continue to operate in an ethical manner and encourage an inclusive culture within our organisation.

I confirm that the information in this gender pay gap report is accurate and has been calculated in accordance with the Equality Act 2010 and Regulations 2017.

**Danny McCormick**  
Chief Financial Officer  
CHASE

