

Gender Pay Gap 2020

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A message from Emma Busby, Director



CHASE remains committed to ensuring a culture of equality and inclusion where we embrace diversity and treat all employees fairly, irrespective of gender or any other protected characteristic.

With our core focus on providing the best people solutions for our clients in the pharmaceutical and healthcare industries, we pride ourselves on attracting, developing and retaining talent in the business. Most of our employees work on client projects which means their salary and bonus levels will be driven by the specific objectives and targets of their client projects. This covers 87% of the employees covered by the data captured in this report. For the remaining 13% of core employees, CHASE has more direct control over

remuneration and is committed to reducing this to zero for comparable roles.

CHASE's continued success has been driven by its exceptional people, females as much as males, especially within its core employee base. To that effect, at the reported snapshot date 50% of the board is female and 6 of the 10 highest remunerated per hour employees are female. While there is a gender paygap within our core employee base, females make up the vast majority of those working flexibly.

Pay & Bonus Gap

Difference between men and women:

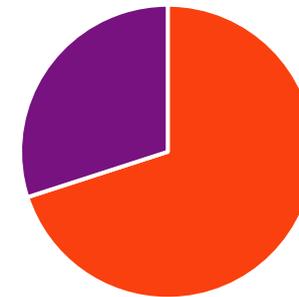
| | Mean | Median |
|------------|-------------|-------------|
| Hourly Pay | 12.5% lower | 11.1% lower |
| Bonus | 0.3% higher | 14.1% lower |

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 6 of the top 10 earning employees and 10 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 17 of the top 20 bonuses were earned by females.

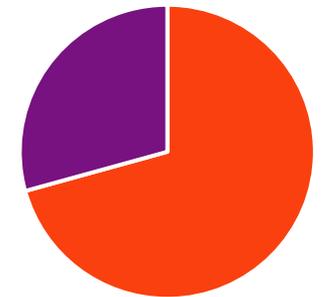
The mean is the average of all earnings or bonuses, whereas the median is the middle point of earnings or bonuses when individual recipients are sorted from high to low.

Males who received bonus pay



■ With Bonus 70% ■ Without Bonus 30%

Females who received bonus pay

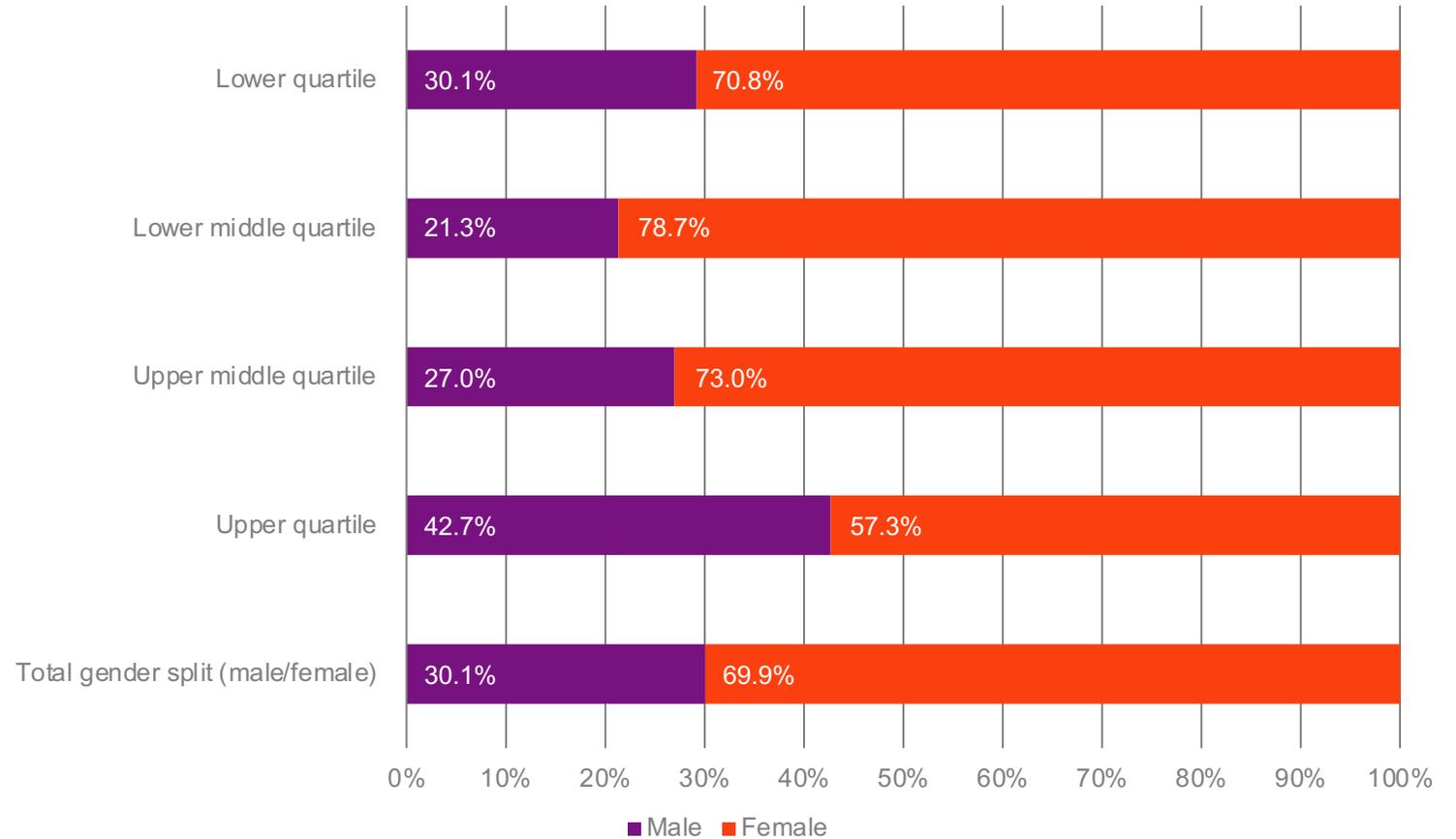


■ With Bonus 71% ■ Without Bonus 29%

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 2020 and bonuses in the 12 months to 5th April 2020.

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
Head of Finance

CHASE