

Chiltern UK Gender Pay Report 2017

OUR COMMITMENT

Chiltern UK is now part of Covance, a LabCorp business, a global organisation united by a shared mission to improve health and improve lives.

With UK locations in Slough and Edinburgh, we are proud of our highly skilled employees. Our work is accomplished each day by diverse, global teams who inspire change and make room for new outcomes all focused on lifesaving work.

We are committed to an inclusive and inspiring environment where benefits-related rewards, including pay, are based on an individual's performance, skills and qualifications. We are committed to ensuring that women have the same access to training, compensation and leadership opportunities as their male colleagues and that all staff have access to the learning and mentoring necessary to help them advance. In short, we are focused on creating a workplace that offers the potential for all of our exceptional to develop professionally, to achieve their extraordinary potential.



Measures of Success



GENDER BALANCE

The majority of (71.7%) of our 481 UK employees are female.



72%
FEMALE

GENDER BALANCE



28%
MALE

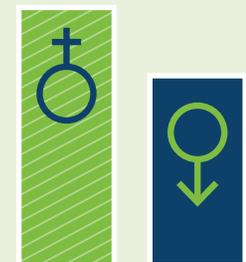


**65% OF
DIRECTOR-
OR-ABOVE
positions held
by females**

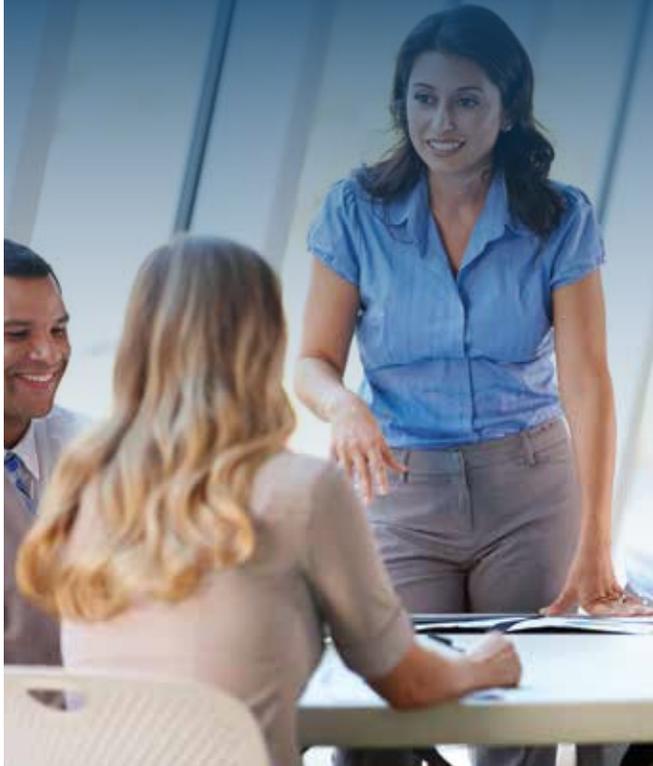


41% FEMALES
celebrated 5-30 yrs
service anniversaries*

**From date to date*



**69% OF
PROMOTIONS**
have gone to
females in 2017



Understanding the Pay Gap

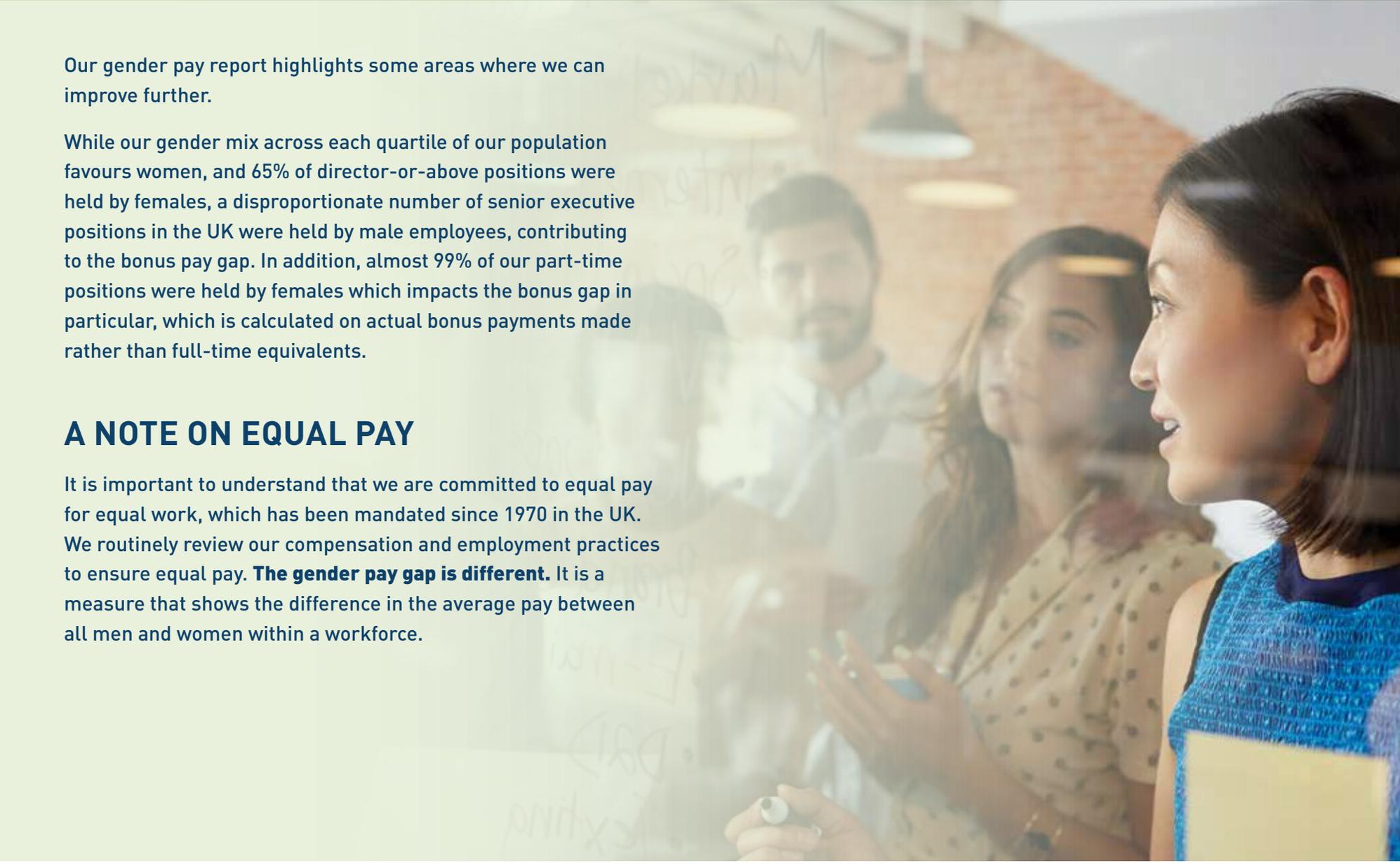


Our gender pay report highlights some areas where we can improve further.

While our gender mix across each quartile of our population favours women, and 65% of director-or-above positions were held by females, a disproportionate number of senior executive positions in the UK were held by male employees, contributing to the bonus pay gap. In addition, almost 99% of our part-time positions were held by females which impacts the bonus gap in particular, which is calculated on actual bonus payments made rather than full-time equivalents.

A NOTE ON EQUAL PAY

It is important to understand that we are committed to equal pay for equal work, which has been mandated since 1970 in the UK. We routinely review our compensation and employment practices to ensure equal pay. **The gender pay gap is different.** It is a measure that shows the difference in the average pay between all men and women within a workforce.



Gender Pay Gap Summary

GENDER PAY GAP



MEAN



MEDIAN

GENDER BONUS GAP



MEAN



MEDIAN

Mean average: Taking the average of the data cut

Median average: Taking the middle of the data cut, when put in numerical order

CHILTERN UK OVERALL



FEMALE



MALE

Proportion receiving a bonus



"Bonus" includes performance, incentive, commission, securities (at time of income tax charges), long service awards.

Proportion of Males and Females by Quartile Pay Band

CHILTERN: Proportion of Male and Female

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	71.67%	79.17%	70%	66.12%
Male	28.33%	20.83%	30%	33.18%

Quartile Pay Band is the sum of total amounts received by the Chiltern UK workforce.



Taking Action

Chiltern has been taking action to support opportunities for women across the organisation. We believe an environment that creates opportunities and career choices for all people enables us to grow and strengthen as an organisation.

WOMEN IN LEADERSHIP

Scheduled for introduction in 2018, LabCorp's **Women in Leadership** program includes a series of initiatives to strengthen an inclusive environment where women want to join our organisation, grow their careers and contribute to LabCorp's long-term success.

The initiatives address a variety of opportunities, including:

- Strengthening the female talent pipeline with specific recruitment activities
- Additional development opportunities for women leaders
- Awareness programs across female and male employees
- Exposure and engagement programs for female leaders
- Measurement programs to track progress.

FLEXIBLE WORK PRACTICES

We support all of our employees by cultivating a flexible, modern work environment. Our employment approach includes remote working and part-time opportunities. Almost 22% of our female workforce works part time. Our ultimate goal is to create a "boundaryless" organisation that enables employees to contribute and realise their potential.

Continuing the Commitment

Chiltern UK is a people-based organisation, where our success is based on our ability to attract and retain top scientific, therapeutic, analytical and technical talent from across the UK and across the world.

We view our commitment to a diverse and inclusive workplace as an essential feature of how we work and how we embrace our shared opportunities together.

We will continue our commitment by addressing our gender pay gap and measuring our progress.



A stylized, handwritten signature in white ink that reads "D Chohan".

Davinder Chohan

Executive Director, Global Total Rewards

