Agilent Technologies LDA UK Limited

Gender Pay Gap Report 2018

Information stated as at 5 April 2018
Diversity matters at Agilent

Agilent is a truly international company. We have almost 15,000 employees located in 30+ countries and are proud of our unique and diverse workforce. We value the strength that a diverse team brings. Through our diversity and inclusivity, we benefit from enhanced knowledge, skills and capabilities. Together, we can focus on achieving our shared goal of enabling our customers to improve the quality of life by providing trusted measurements and workflow solutions.

Our ambition is for Agilent to be recognised as a great place to work every day. We believe Agilent is already a fantastic place to work and we aim to continuously grow and improve. In 2018, Agilent was listed at number 55 on Equileap's list of the top 200 global employers for Gender Equality [https://equileap.org/wp-content/uploads/2018/10/Equileap-Gender-Equality-Global-Report-and-Ranking-2018.pdf](https://equileap.org/wp-content/uploads/2018/10/Equileap-Gender-Equality-Global-Report-and-Ranking-2018.pdf). We want to ensure that every single one of our employees enjoys equal opportunities to flourish - and to have an exciting and fulfilling career with Agilent.

Gender Pay and Equal Pay are not the same

It is important to be clear on the distinction between “Equal Pay” and “Gender Pay”. Both deal with the difference in pay women receive in the workplace, but they are two different issues:

**Equal pay**: Means that men and women must receive equal pay for equal work – as legally required by the Equality Act 2010.

**Gender pay**: Looks at the difference between average earnings between all men and all women across an organisation (regardless of role, level or grade) and any difference (or “gap”) is expressed as a percentage of men’s earnings.

Whilst we report a Gender Pay Gap in 2018, we do not have the same challenge with equal pay.¹

¹ In Agilent, we use “comparatio” (or salary position in the pay range) as an initial indicator of Equal Pay. Looking at the comparatio of all male and female UK employees (i.e. the position of their salary relative to the middle of the Agilent pay range), we found a mean pay gap of only 2.24%.
Our Workforce

Our UK workforce comprises more than 70% male employees. In addition, our management population (including business leaders in the most senior roles) is predominantly male. This heavily influences our Gender Pay Gap results below.

Our 2018 UK Gender Pay Gap Report

Our 2018 Gender Pay Report for Agilent’s UK employer, Agilent Technologies LDA UK Ltd, shows our gender pay gap data as at 5 April 2018:

<table>
<thead>
<tr>
<th>Gender Pay Gap</th>
<th>Bonus Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
</tr>
<tr>
<td></td>
<td>24.4%</td>
</tr>
</tbody>
</table>

Pay quartile distribution

- **Lower quartile**: 43% Female, 57% Male
- **Lower middle quartile**: 30% Female, 70% Male
- **Upper middle quartile**: 24% Female, 76% Male
- **Upper quartile**: 17% Female, 83% Male

% Employees receiving bonus

- Male: 85.6%
- Female: 88.7%

---

2 The gender pay gap shows the difference between the mean (average) and median (mid-point) pay and specific bonus earnings of male and female employees. The gap is expressed as a percentage of male employee earnings.

3 The Government-prescribed calculation method has a negative impact on the reported bonus payments as it is not permissible to adjust to a full-time equivalent bonus figure for part-time employees, the majority of whom are female.

4 Organising the employee population from lowest hourly rate of pay to the highest, in order, then dividing into four equal sized groups gives four “quartiles”. These are then split by the proportion of male and female employees in each.

5 Eligibility for bonuses vary based on criteria other than gender. For example, all Agilent employees are eligible to receive a company bonus provided they are employed by Agilent on the last day of the bonus performance period. Employees may receive different percentages due to eligibility criteria such as timing of hire, timing of job classification changes or employment status.
What’s behind our 2018 UK Gender Pay Gap Results?

In 2018, our median gender pay gap results and bonus gap results were similar to 2017. For example, the median gender pay gap went from 26.9% to 27%. However, we saw an increase in mean (average) results in both categories. When analyzing workforce events during the year, we find that workforce growth through acquisition and employee transfer has increased the proportion of men in senior and commission-based roles. This, together with the impact of Agilent’s executive bonus structure when applied to the higher distribution of male employees in these roles, obscures good progress made during the year. For example:

- During the 12 months ended 5 April 2018, a proportionately higher number of female employees were promoted into more senior roles compared to male employees; and
- We saw an increased uptake of flexible working by male employees – helping to balance the impact of those who are working part-time on our gender pay gap results.

What are we doing about it?

We are not content with our Gender Pay Gap results. We have ensured that male and female employees are paid equally for equal work and within the same, externally-benchmarked, salary ranges - yet recognise we have more to do regarding our gender pay gap. Acknowledging there is no “quick fix”, key internal stakeholders are continuing to develop and implement a practical and realistic Agilent UK Gender Pay Action Plan for the long term.
This will be done in parallel to our broader efforts regarding diversity and inclusion (not just gender pay gap).

Some of our key focus areas are:

- Supporting diversity and inclusion through practices and programs related to hiring, career development, and fostering inclusive work environments. For example: we have a global equal employment opportunity policy. We continuously monitor specific aspects of pay equity (i.e. “equal pay”) and publicly disclose the statistics in our annual Corporate Citizenship Report. We continue to prioritize diverse and inclusive hiring in every region.

- Business leaders working with Agilent’s Talent Acquisition organisation (responsible for recruitment) are empowered and encouraged to take steps to ensure a diverse candidate pool for open roles.

- We have introduced training opportunities for leaders and employees to increase awareness and understanding of how diversity and inclusion comes into play in our work, and the role that each of us plays in fostering diverse teams and an inclusive environment. As part of Agilent’s core management trainings, we introduced a training on recognizing and managing unconscious bias, starting with the company’s senior leadership in 2018. This training will continue to be offered to all other managers in 2019. These trainings also include strategies for continuing to build diverse and inclusive teams.

At the same time, we continue to foster an adaptable and supportive working environment to enable our employees to balance commitments at work and at home. Consistent with our inclusive culture, we offer many family-friendly benefits including maternity, adoption and paternity leave all with enhanced pay attached. In addition, every UK employee enjoys the opportunity to request flexible working.
“Diversity and inclusion are representative of our core values and culture,” says Neil Rees, Agilent UK Country General Manager. “A diverse and inclusive workforce brings results and benefits for our employees and customers. We measure how we are doing, what’s working well, and where we have opportunities to do better. The end goal is for us to have a great place to work and improve business performance.”

This goal forms the foundation of our actions in the UK and we look forward to making strong progress in the years ahead.

**Statement**

We confirm Agilent’s Gender Pay Gap calculations are accurate and have been compiled in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Neil Rees  
Director, Agilent Technologies LDA UK Ltd  
VP & UK Country General Manager

Karen Waddell  
Director, Agilent Technologies LDA UK Ltd  
UK HR Manager