



Agilent Technologies LDA UK Limited

Gender Pay Gap Report 2020

Information stated as at 5 April 2020
Published March 2021

Agilent UK Gender Pay Gap Report 2020

We are pleased to publish our Agilent UK Gender Pay Gap Report 2020.

At Agilent, men and women with the same performance in equivalent roles are paid equally. However, we have a gender pay gap in the UK, primarily because we have more men than women in senior roles.

We continue to work towards closing our gender pay gap and are encouraged by the progress made since our first Report was published in 2017. We recognise this remains a longer-term goal and we have more to do to meet our aspiration of closing this gap completely.



As a global organisation with more than 16,000 employees in over 30 countries, Agilent is committed to establishing an inclusive environment where all individuals have a fair and equal opportunity to excel. We remain acutely focused on our efforts to foster a diverse workforce and make Agilent an Even Better Place to Work.

UK Gender Pay Gap Reporting - Background

In April 2017, the UK Government introduced gender pay gap legislation which required almost 11,000 UK employers across the private, public and social sectors with 250+ employees to report their Gender Pay Gap data.

Gender Pay Gap Reporting requirements were suspended in 2020 due to challenges associated with the global Coronavirus pandemic. Whilst employers were not legally obliged to publish their 2019 Gender Pay Gap Report, we voluntarily chose to do so, due to the importance of this topic for our organisation. Similarly, whilst the UK government has extended the deadline to report on 2020 results (from 5 April until 5 October 2021), we have chosen to publish our results in March 2021 to enable earlier, transparent dialogue on this key subject.

This 2020 Agilent UK Gender Pay Gap Report is therefore our fourth annual Gender Pay Gap Report. Our latest three Reports are available on our website, www.Agilent.com.

What is the Gender Pay Gap?

The gender pay gap is the average difference between how much men and women are paid in an organisation. For the purposes of the UK Gender Pay Gap Regulations, all employers use a specific calculation method set by the UK government. For Agilent, this can sometimes create unusual results – for example, eligible employees who receive a Car Cash Allowance have this included in their total “pay” whilst eligible employees who choose a Company Car instead, do not. This can cause some inconsistencies in our external reporting as equivalent pay elements may not be fully reflected.

Gender Pay v Equal Pay

“Gender Pay” is not the same as “Equal Pay”.

Gender Pay reflects the difference between average earnings between all men and women in an organisation *regardless* of their position, job level or pay grade. Any difference (“gap”) is stated as a percentage of men’s earnings.

Equal Pay means men and women must receive equal pay for equal work (same job and job level) in accordance with the Equality Act 2010.



As at the same snapshot date (5 April 2020) we are pleased to confirm no meaningful difference in Equal Pay for UK male and female employees carrying out similar roles.¹

¹ When we examined the salary position in the pay range for all Agilent UK employees as at 5 April 2020, we found a mean equal pay gap of only 1.9%

Agilent UK 2020 Gender Pay Gap Report

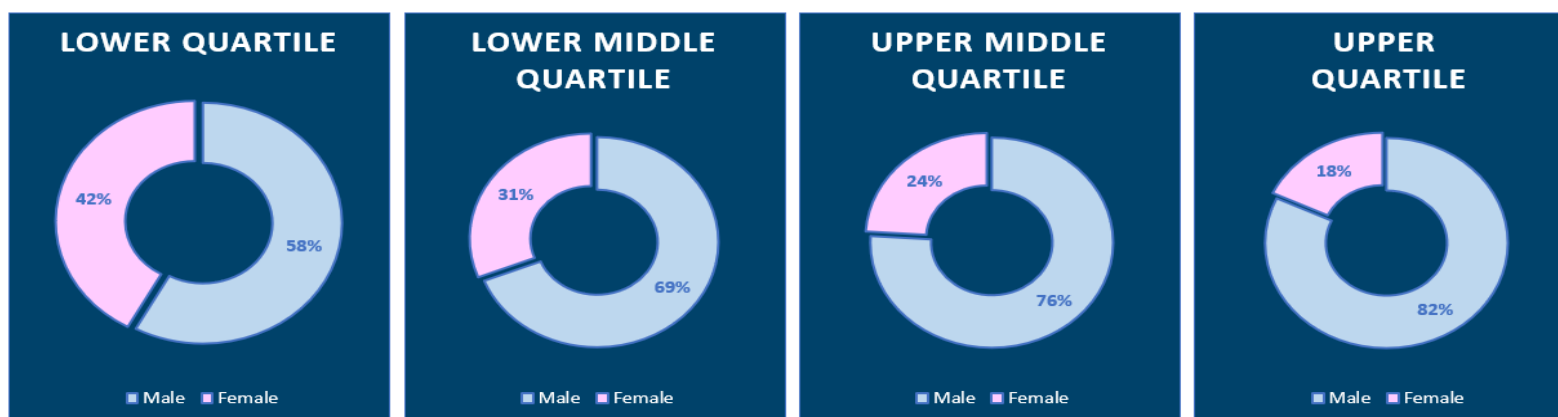
2020 Gender Pay Gap ²

	5 April 2020	5 April 2019
Median Gender Pay Gap (%)	19.4	21.3
Mean Gender Pay Gap (%)	19.6	19.2

2020 Bonus Gap ³

	5 April 2020	5 April 2019
Median Bonus Gap (%)	35.0	39.7
Mean Bonus Gap (%)	39.1	35.8

Pay Quartile Distribution ⁴



% Employees receiving Bonus ⁵

% Men	97.6	% Women	95.6
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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. E.g. 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.

Examining our results –

This year, our mean (average) gender pay gap is 19.6% which is lower than the 21.3% reported in the previous year. Our mean bonus gap is 39.1%, which, is higher than the 35.8% 2019 mean bonus gap, but has been heavily influenced by a small proportion of large bonus payments.

Our 2020 UK Workforce		
	No. of Employees	No. of People Managers
Women	135 (28.5)	8 (12.5%)
Men	338 (71.5%)	56 (87.5%)
Agilent UK	473 (100%)	64 (100%)

In the UK, we have more male employees than female employees, although we are making some progress in this area. Relative to the gender distribution at our last reporting period, we have hired proportionately more women. Although our annual turnover of staff is significantly below the national average, attrition among female employees has been proportionately lower. The net increase in our UK workforce was 24 roles since 2019 and 9 of these are women (37.5%). Our low attrition rate demonstrates Agilent is a great place to work; however, this inevitably also means it is difficult to make swift progress on our gender imbalance.

Despite the progress outlined above, more than 70% of UK roles are filled by men. We continue to believe our gender pay gap is driven by an uneven distribution of male and female employees in the most senior roles. In the UK, 12.5% of our company leaders/managers are women, in contrast to approximately 30% of all managers globally. With a total of 473 UK employees as at 5 April 2020, changes affecting even a small number of senior UK roles (including individual promotions, employee exercise of stock options and bonus distribution) can significantly impact our results.

Our median gender pay gap result improved in 2020. This is a positive step which we believe is partially due to internal promotions. During the year ended 5 April 2020, 12% of all 117 female UK employees who were employees during the full 12-month period were promoted to a more senior role, compared with 7.6% of the 302 male employees also employed for the full 12-month period. This highlights our commitment to equal opportunities, and we are pleased to this as we progress towards a more even gender distribution in these senior roles.



What are we doing to improve our Gender Pay Gap?

In the UK, and throughout our global Agilent organisation, diversity matters. Improving our UK Gender Pay Gap is one area of focus, and forms part of our broader goal to create a diverse workforce and a clear opportunity for all our employees to fulfil their potential - whatever their gender, age, race or status.

Some of the key actions and initiatives supporting this goal during 2019 / 2020 included:

- Our ongoing commitment to support our employees to balance their lives at work and at home through our [comprehensive flexible working and family-friendly programs](#). All UK employees continue to enjoy the right to request flexible working – not just where the law requires it. By providing enhanced maternity, paternity and adoption pay, we support our teams through key life events.
- The creation of a [Global Women @ Agilent Community](#) accessible to employees in all roles, at all levels, and in all locations. Supported by our Global Executive Leadership, this group aims to enable the professional and personal development of women at Agilent through interviews, presentations, and peer-led group discussions via online meetings, discussion boards, and other virtual means.
- Ongoing investment in Diversity and Inclusion with the appointment of Agilent's [Associate Vice President of Diversity & Inclusion](#), Patrice Jimerson.
- The publication of our [2019 Diversity & Inclusion Report](#) which outlines our global commitment to Diversity & Inclusion and our desire to be held accountable to go further in this area.

Agilent has a long-standing commitment to diversity and inclusion within its workforce and within the communities in which we operate. Our [2019 Corporate Social Responsibility Report](#) provides more details.

Statement

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



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