



Agilent Technologies LDA UK Limited

Gender Pay Gap Report 2021

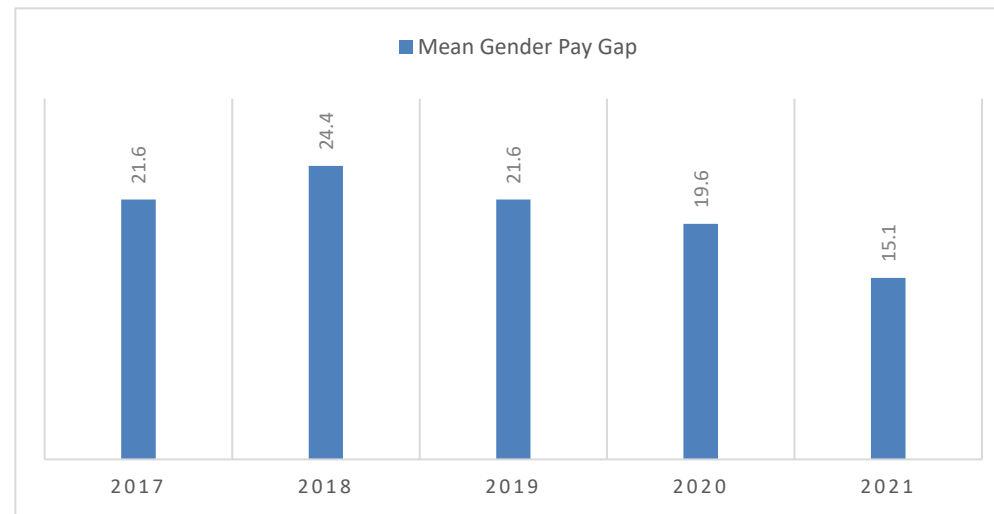
Information stated as at 5 April 2021

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Agilent UK Gender Pay Gap Report 2021

Agilent is a leader in life sciences, diagnostics and applied chemical markets. Our company provides laboratories worldwide with instruments, services, consumables, applications and expertise, enabling customers to gain the insights they seek. Agilent's expertise and trusted collaboration give them the highest confidence in our solutions.

In our fifth annual UK Gender Pay Gap Report, prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are pleased to report a further downward trend in our mean gender pay gap:



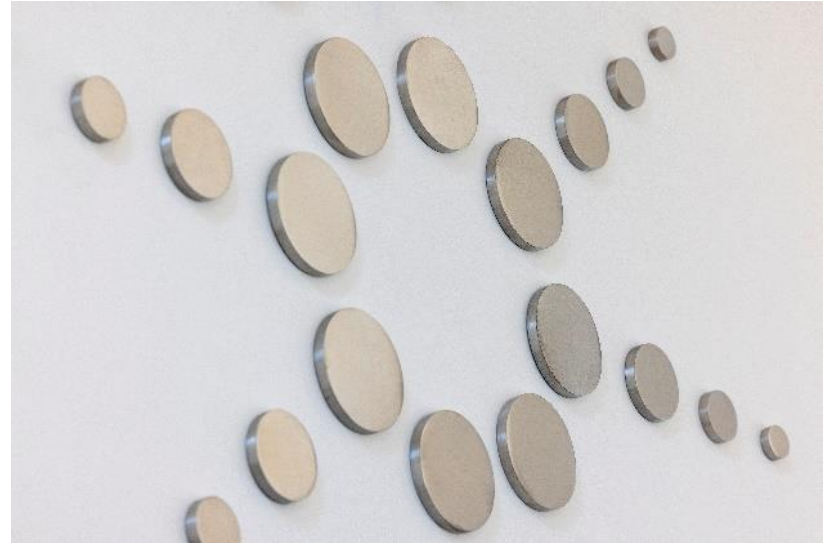
We recognise we have a gender pay gap and believe this is primarily because we have fewer women than men in senior roles in the UK. It is not driven by a lack of equal pay between genders. We remain committed to closing our gender pay gap, taking action to increase the number of women in Agilent and supporting their development into senior roles.

UK Gender Pay Gap Reporting - Background

The UK Government requires employers with more than 250 employees in the UK to publish specific gender pay information, calculated according to methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This 2021 Agilent UK Gender Pay Gap Report is our fifth annual Gender Pay Gap Report and our latest Reports are available on our website, [Agilent Careers | United Kingdom](#).

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 the same methodology set by the UK Government. This methodology does not reflect differences in roles, employee qualifications and expertise or other relevant considerations that may legitimately influence pay. Within Agilent, the UK-specific methodology also means that our external and internal gender pay gap reporting can differ because the UK reporting requirements do not necessarily take account of pay elements provided in a different form. For example, the UK Gender Pay Gap Reporting mechanism reflects eligible employees' car cash allowance but not any company car equivalent.



Gender Pay and Equal Pay

Equal pay and gender pay gap reporting are not the same thing.

The '**gender pay gap**' is the difference in average earnings between women and men. It does not take account of any difference in position, job level or pay grade. Any difference ("gap") is stated as a percentage of men's earnings.



Equal Pay is the legal requirement that requires employers to give men and women must receive equal pay when they perform like work (same job and job level) in accordance with the Equality Act 2010.

As at the same snapshot date (5 April 2021) we have 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 2021, we found a mean equal pay gap of only 2.9%

Agilent UK 2021 Gender Pay Gap Report – Statutory Disclosures

2021 Gender Pay Gap ²

	Gender Pay Gap	
	Mean	Median
2021	15.1% ⬇️	22.0% ⬆️
2020	19.6%	19.4%



2021 Bonus Gap ³

	Gender Bonus Gap	
	Mean	Median
2021	37.1% ⬇️	43.0% ⬆️
2020	39.1%	35.0%

Pay Quartile Distribution ⁴

	Proportion of males and females in each quartile band	
	Male	Female
Upper	78.7%	21.3%
Upper middle	76.0%	24.0%
Lower middle	68.9%	31.1%
Lower	56.2%	43.8%

% Employees receiving Bonus ⁵

Proportion of males and females receiving a bonus payment	 Male: 96.2%	 Female: 95.2%

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.

Behind our results

Agilent UK Workforce - 2021			Agilent UK Workforce - 2020		
	Employees	People Managers		Employees	People Managers
Women	146 (30%)	10 (14.7%)	Women	135 (28.5%)	8 (12.5%)
Men	340 (70%)	58 (85.3%)	Men	338 (71.5%)	56 (87.5%)
Agilent UK	486 (100%)	68 (100%)	Agilent UK	473 (100%)	64 (100%)

Men and women with the same performance in equivalent roles are paid comparably at Agilent. Our gender pay gap exists primarily because we have more men than women in senior roles. In addition, it is worth noting that the biggest contributor to the "non base pay" element of the UK Gender Pay Gap calculation is sales commission and, within Agilent, we see the more heavily incentivised roles (e.g. target: 60% base pay and 40% commission) are proportionately more dominated by male employees. This negatively impacts our Gender Pay Gap.

Our mean (average) gender pay gap is 15.1%, lower than our 19.6% mean gender pay gap in 2020. Combined with a slight increase in the



proportion of female employees in our UK workforce (from 28.5% in 2020 to 30% in 2021), we are reassured to be heading in the right direction as we continue to take action to close our Gender Pay Gap and improve the level of female representation (see below).

Our mean bonus gap is slightly lower than 2020 (a reduction from 39.1% to 37.1%). It remains heavily influenced by the fact that we have more men in senior roles where bonus payments represent a higher proportion of employees' total pay.



What are we doing to improve our Gender Pay Gap?

At Agilent, we are committed to infusing diversity, equality, and inclusion into every aspect of how we do business.

Across all levels, we welcome diversity of backgrounds, beliefs, and ideas. We also foster an atmosphere of inclusion so every employee can feel comfortable being their true selves at work.

In 2020 / 2021, whilst tackling challenges presented by the Coronavirus pandemic, we maintained a sharp focus on our diversity, equality and inclusion efforts, including our commitment to reduce our UK Gender Pay Gap. This included:



Support for working parents

including comprehensive family-friendly programs with enhanced payments for employees on family leave



Strengthened approach to flexible working

in anticipation of a new era of flexible working to support our team post-COVID.



Virtual inspiration and connection

through our Global Women @ Agilent Community employee network group.



2020 Diversity & Inclusion Report published

highlighting our global commitment and actions in support of Diversity & Inclusion



Launched Mentoring @ Agilent UK

to provide targeted development support for UK employees, including women seeking senior roles



9th in the Financial Times' List of Europe's most inclusive companies, as ranked by employees.

You can find out more about what we are doing around the globe to bring diversity, equality and inclusion to life at Agilent in our [2020 Corporate Social Responsibility Report](#).

Statement

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



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