

Agilent Technologies LDA UK Limited

# Gender Pay Gap Report 2023

Information stated as at 5th April 2023

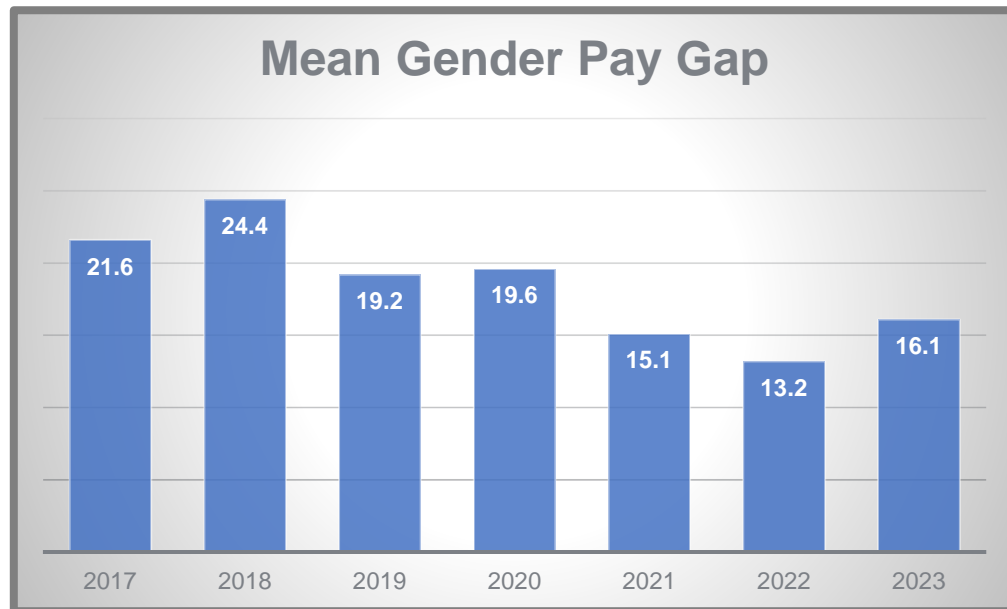
Published April 2024



## Agilent UK Gender Pay Gap Report 2023

Agilent Technologies Inc. (NYSE: A) is a global leader in analytical and clinical laboratory technologies, delivering insights and innovation that help our customers bring great science to life. Agilent's full range of solutions includes instruments, software, services, and expertise that provide trusted answers to our customers' most challenging questions. The company generated revenue of \$6.83 billion in fiscal 2023 and employs approximately 18,000 people worldwide. Information about Agilent is available at [www.agilent.com](http://www.agilent.com).

In our seventh annual UK Gender Pay Gap Report, prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are pleased to maintain a level of stability in both the mean and median gender pay gap with an overall trend of improvement.



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.

There is no meaningful difference in Equal Pay for UK male and female employees carrying out similar roles.

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. The UK Mentoring Program and Team Leader Apprenticeship are key enablers.

## 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 2023 Agilent UK Gender Pay Gap Report is our seventh 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. However, the calculation methodology set by the UK Government does not reflect differences in roles, qualifications and expertise or other relevant considerations that may legitimately influence employee pay. The UK Gender Pay Gap Reporting mechanism focuses on pay rather than benefits which means an employee receiving a cash allowance paid in lieu of a company car is included in the calculation of 'pay' yet excludes an employee with a company car equivalent. Also, because Gender Pay Gap is assessed on gross pay, employees participating in salary sacrifice arrangements (such as pension, childcare vouchers, cycle to work) will have their gross pay reduced by the sacrificed amount. Therefore, two employees on exactly the same salary but where one participates in a salary sacrifice scheme and the other does not, will be perceived to be 'paid' differently.

## 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 equal pay when they perform like work (same job and job level) in accordance with the Equality Act 2010.



As at the snapshot date (5 April 2023) we have no meaningful difference in Equal Pay for UK male and female employees carrying out similar roles.<sup>1,2</sup>

<sup>1</sup> Reviewing the salaries of all employees relative to their respective pay ranges, we observed an equal pay gap of only 0.9%



<sup>2</sup> Agilent's Annual Reward Process facilitates this process by reducing the level of executive function required once managers have identified an employee's performance rating. The combination of their performance rating and position on their pay range provides managers with guidance on salary increase.

# Agilent UK 2023 Gender Pay Gap Report – Statutory Disclosures

## 2023 Gender Pay Gap <sup>3</sup>

	Gender Pay Gap	
	Mean	Median
2023	16.1% 	16.0% 
2022	13.2%	18.7%
2021	15.1%	22.0%

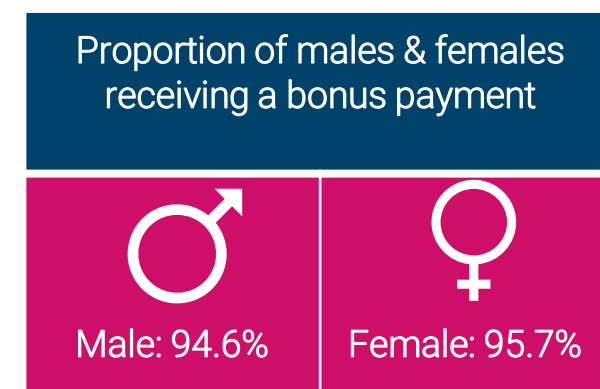
## 2023 Gender Bonus Gap <sup>4</sup>

	Gender Bonus Gap	
	Mean	Median
2023	32.1% 	31.8% 
2022	17.5%	32.4%
2021	37.1%	43.0%

## 2023 Pay Quartile Distribution (2022 figures in brackets) <sup>5</sup>

	Gender Pay Gap	
	Male	Female
Lower	52.5% (51.9%)	47.5% (48.1%)
Lower Middle	74.6% (71.1%)	25.4% (28.9%)
Upper Middle	78.3% (77.3%)	21.7% (22.7%)
Upper	76.4% (75.0%)	23.6% (25.0%)

## % Employees Receiving Bonus <sup>6</sup>



<sup>3</sup> 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

<sup>4</sup> 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.

<sup>5</sup> 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.

<sup>6</sup> 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 – 2023		
	Employees	Managers
Women	164 (29.5%)	11 (13.9%)
Men	391 (70.5%)	68 (86.1%)
Total	555 (100%)	79 (100%)

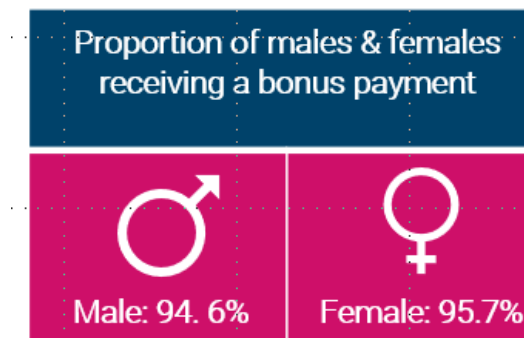
Agilent UK Workforce – 2022		
	Employees	Managers
Women	160 (31.2%)	13 (17.6%)
Men	353 (68.8%)	61 (82.4%)
Total	513 (100%)	74 (100%)

Men and women with the same performance in equivalent roles are paid comparably at Agilent. Reviewing salaries of all employees relative to their respective pay ranges, the difference between male and female employees is 0.9%. The proportion of male and female employees receiving bonus is 94.6% and 95.7% respectively.

Our gender pay gap exists primarily because we have more men than women in senior roles. Another significant contributor to the Gender Pay Gap is sales commission, particularly in those roles which are more heavily incentivised.

Our mean (average) gender pay gap is 16.1%, up from 13.2% mean gender pay gap in 2022 whilst our median gender pay gap is 16.0%, down from 18.7% in 2022.

We will continue to take action to close our Gender Pay Gap and maintain the focus on initiatives that are making a difference.



## Actions to improve our Gender Pay Gap

At Agilent, we believe that D&I is critical to achieving our mission to advance the quality of life. Our commitment to diversity and inclusion is elemental to our organization and is at the heart of our business for the betterment of our employees, customers, and investors. As part of Agilent's focus on expanding diversity and inclusion throughout the global organisation, Agilent established **new employee networking groups**, and set goals to further **increase the diversity** of our team. We are infusing the employment cycle with D&I expertise to improve representation, nurture an inclusive culture, and drive a consistent employee experience. As previously reported, **Unconscious Bias Training** for Agilent leaders was completed in 2020, this was then extended to all Agilent employees around the world and is freely accessible to all. In 2022, our Diversity Office curated a learning path called **Allyship in Action** to help managers understand what allyship means and how to leverage it in transformational ways. The program was initially piloted with approximately 100 leaders before being rolled out more broadly in 2023.



**Women @ Agilent**, a global community with core team representation in the UK aims to provide opportunities for the professional development and empowerment of all women at Agilent Technologies, across all regions, levels and functions. This includes raising the awareness of the broader Agilent community on topics relevant to women in the workplace and building programs to attract and retain high-performing women while nurturing future STEM (science, technology, engineering, mathematics) women and girls through community outreach.

## Great Place To Work

We are delighted that Great Place to Work has ranked Agilent number 29 on the UK's Best Workplace List 2023 (Large Category). Agilent will participate in the GPTW Survey again in 2024 to further strengthen engagement and satisfaction at work.



## Mentoring @ Agilent

The Mentoring @ Agilent Program is now in its fourth year, maintaining the spotlight on development. Each mentee is paired with an experienced mentor for a 9-month period over which they work towards agreed goals and objectives. The Program provides UK employees with an individualized opportunity for professional growth supporting their career development at Agilent.

To date 23 participants have gone through the program, of which 5 males (22%) and 6 females (26%) have since progressed into different roles.



## Additional Information

You can find more information on what we are doing across the Company to focus on diversity, equality and inclusion [Agilent Diversity and Inclusion Report](#) and in our [Environmental, Social, and Governance at Agilent](#)

## 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.*



Vici Browning  
UK HR Manager  
Agilent Technologies LDA UK Ltd

A handwritten signature in black ink that reads "Vici Browning".



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

A handwritten signature in black ink that reads "Neil Rees".