

# Agilent Technologies LDA UK Limited

## Gender Pay Gap Report 2025



# Agilent UK Gender Pay Gap Report

## Introduction

Agilent Technologies Inc. is a global leader in analytical and clinical laboratory technologies, delivering insights and innovation that help our customers bring great science to life. In the UK, Agilent Technologies LDA UK Ltd employs over 500 colleagues across a wide range of scientific, commercial, and enabling functions. This report is prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and sets out Agilent UK's gender pay gap position using data from the statutory snapshot date. It is our latest annual disclosure and reinforces our ongoing commitment to transparency in the workplace.

Information about Agilent is available at [www.agilent.com](http://www.agilent.com)



## 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 2025 Agilent UK Gender Pay Gap Report is our ninth 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.

# Agilent UK 2025 Gender Pay Gap Report – Statutory Disclosures

2025 Gender Pay Gap <sup>3</sup>

	Gender Pay Gap	
	Mean	Median
2025	8.9% ↓	10.3% ↓
2024	12.8%	13.7%
2023	16.1%	16.0%
2022	13.2%	18.7%

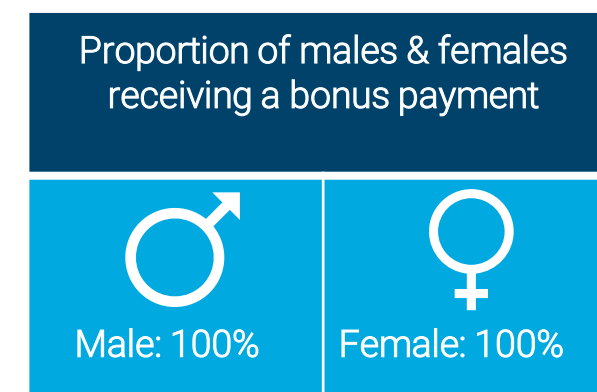
2025 Gender Bonus Gap <sup>4</sup>

	Gender Bonus Gap	
	Mean	Median
2025	27.7% ↓	29.6% ↑
2024	28.7%	23.2%
2023	32.1%	31.8%
2022	17.5%	32.4%

2025 Pay Quartile Distribution (2024 figures in brackets) <sup>5</sup>

	Gender Pay Gap	
	Male	Female
Lower	58.4% (53.7%)	41.6% (46.3%)
Lower Middle	74.5% (75.7%)	25.5% (24.3%)
Upper Middle	73.7% (74.3%)	26.3% (25.7%)
Upper	75.9% (75.0%)	24.1% (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.

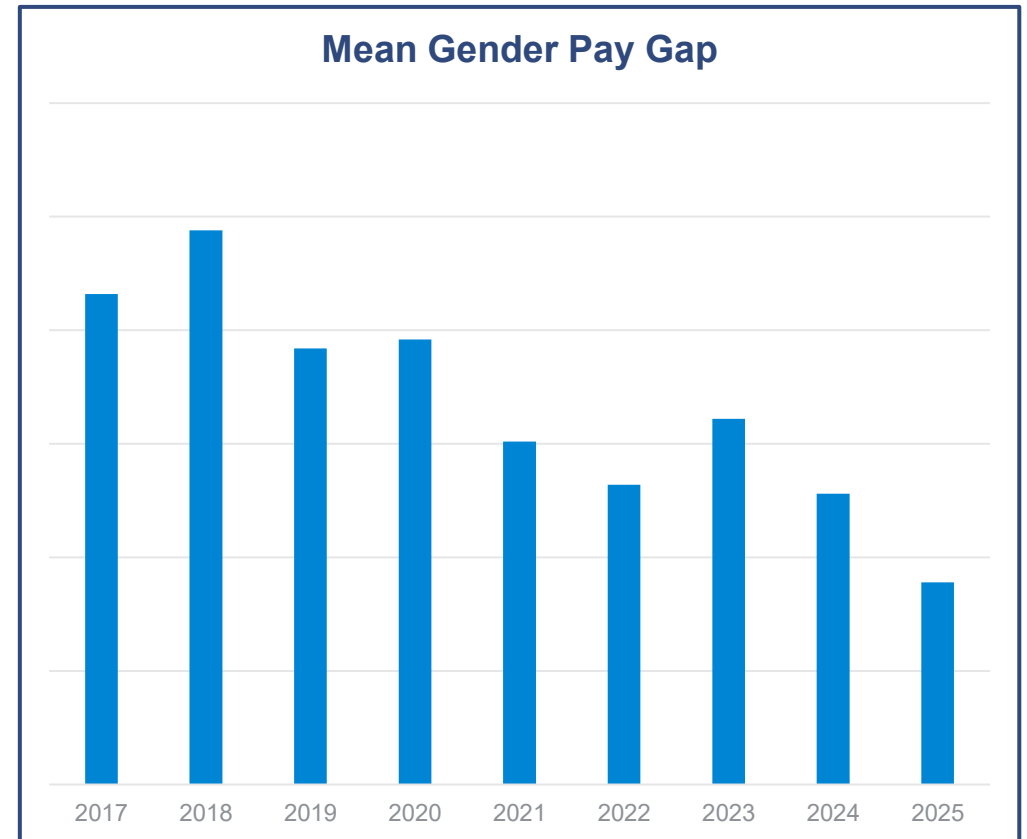
<sup>6</sup> Eligibility for bonuses vary based on criteria other than gender. E.g. all Agilent employees are eligible to receive a company bonus provided they are employed by Agilent on the last day of the bonus performance period. Employees may receive different percentages due to eligibility criteria such as timing of hire.

# Our Gender Pay Gap Results

As at the snapshot date, Agilent UK employed 548 employees, of whom 70.6% are male and 29.4% are female.

Our gender pay gap results for hourly base pay are as follows: Mean gender pay gap: **8.9%** and a median gender pay gap: **10.3%**, 3.9% lower than 2024.

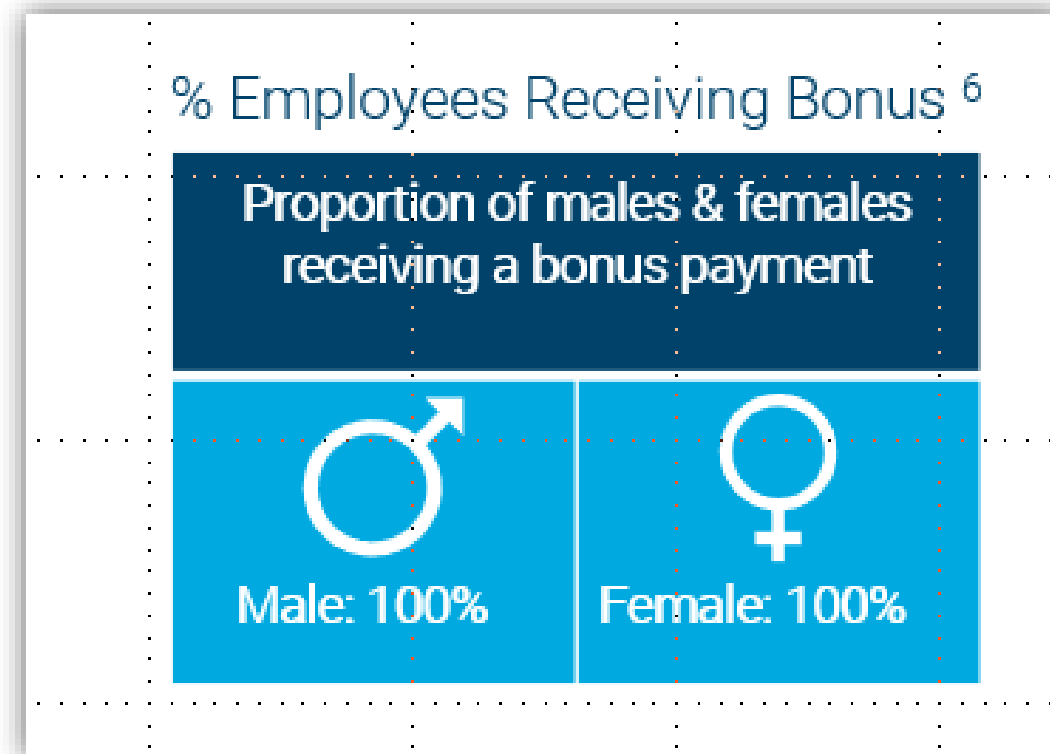
These figures represent the difference in average hourly pay between male and female employees across the organisation and do not reflect unequal pay for equivalent roles. Agilent is confident that men and women performing equivalent work, with comparable experience and performance, are paid fairly and consistently. Our job architecture, benchmarking, and annual reward processes are designed to ensure equity across roles and levels.



# Gender Bonus Gap

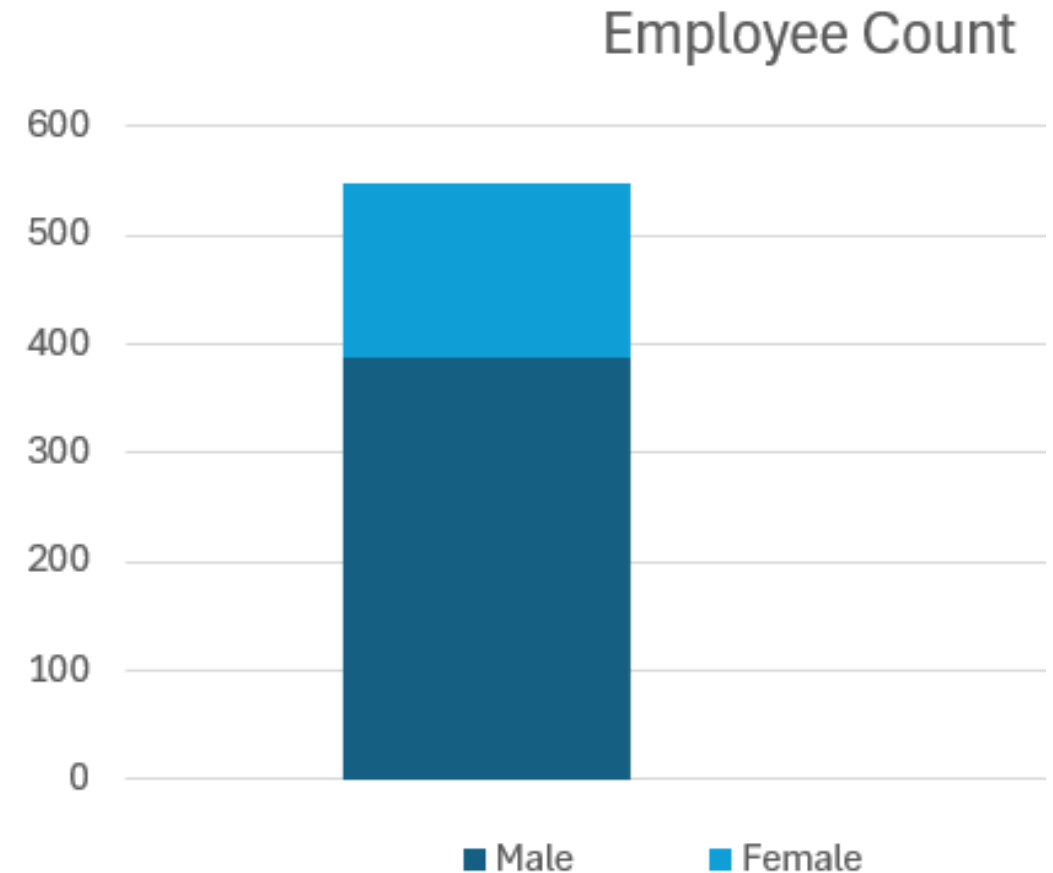
Our analysis also includes bonus payments made during the reporting period. Bonus awards reflect a range of incentive structures across the business, including sales commission and performance-based incentives, which can vary significantly by role and seniority. For the reporting year, our gender bonus gaps are: Mean gender bonus gap: 27.7% and median gender bonus gap: 29.6%.

The proportion of employees receiving a bonus is equivalent for men and women, reflecting gender-neutral eligibility criteria. However, bonus gap outcomes are influenced by role distribution across the organisation, particularly in senior and revenue-generating positions where incentive opportunity is higher.



# Understanding our Gender Pay Gap

Agilent UK's gender pay gap exists primarily because men are disproportionately represented in certain senior, technical, and highly incentivised roles across the organisation. Roles with higher average pay and bonus opportunity, particularly sales and senior leadership positions, continue to be predominantly occupied by men. Importantly, the gender pay gap is not a measure of equal pay, Agilent has robust governance and controls to ensure fairness in salary and bonus decisions. Employees in equivalent roles, with comparable performance, are paid consistently regardless of gender.



# Actions to further improve our gender pay gap



Agilent remains committed to reducing our gender pay gap over time by addressing the underlying representation challenges that contribute to it.

Key actions include:

Embedding consistent practices across the employee lifecycle, from hiring and development to progression and reward. Global and UK-based development initiatives, such as mentoring, learning programs, leadership apprenticeships and talent reviews, to support career progression

Rigorous job architecture and benchmarking, ensuring roles are evaluated consistently and paid fairly

Ongoing access to professional learning resources, including unconscious bias education and development platforms

Women @ Agilent, our global employee community with UK representation, continues to support professional development, raise awareness of workplace topics relevant to women, and help attract, retain, and develop future female talent across the organisation. In 2026, we've seen the launch of a local chapter which will provide a greater onus and a more targeted approach.

We are encouraged by progress made and remain clear about where more work is needed. Agilent will continue to focus on sustainable, long-term actions that promote consistent pay practices, ensuring Agilent remains a great place to work for everyone.

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

## Additional Information

You can find more information on what we are doing across the Company to focus on

[Environmental, Social, and Governance at Agilent](#)

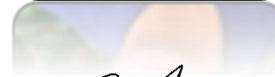
## Statement

*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*

Vici Browning  
UK HR Manager  
Agilent Technologies LDA UK Ltd



*Gub Singh*

Gub Singh  
VP Customer Service Organisation & UK Country  
General Manager Director, Agilent Technologies LDA  
UK Ltd