

# 2022 UK Gender Pay Gap Report



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# An introduction from HR



Bristol Myers Squibb (BMS) UK last published its gender pay gap report in October 2021, using data from April 2020.

Externally, the COVID-19 pandemic has changed the way we work, the way we live and the way we train, develop and support our employees.

Internally, Bristol Myers Squibb has also undergone significant changes: we have acquired Celgene, grown from 24,000 employees globally to c.30,000 and there have been changes to the make-up of our population, organisation, processes and culture.

We know from the latest data that the differing gender proportions across our organisation is driving our gender pay gap, and we still have more work to do to close the gap of 15.9%. We have significant female representation within the upper two quartiles, demonstrating our commitment to the development of female leaders. However, we are committed to undertaking additional positive actions as detailed in this report to address and close the gap further. We have already initiated work on a locally relevant Inclusion and Diversity strategic roadmap.

At Bristol Myers Squibb, our people are valued and we know that diversity of thought, creativity and collaborative thinking is what drives the all-important innovation that allows us to transform patients' lives through science.

Every individual that we employ is valued for their unique contributions and diverse experience and perspectives they bring to our organisation. We believe the diverse and inclusive culture we're building will continue to support better outcomes for all patients and their loved ones. We seek diversity in all aspects of our business, at all levels, from the most senior roles where strategies are developed and critical decisions taken, to those working on the frontline where our critical business functions are executed.

To meet our mission of helping patients to prevail over serious diseases, we are committed to further developing a 21st century workforce that is powerfully diverse and broadly inclusive, capable of discovering and developing important new medicines for patients around the world.

A handwritten signature in black ink, appearing to read 'L. Smith'.

**Loretta Smith**  
Executive Director, Human Resources, UKI

“Diverse experiences and perspectives fuel our best ideas, helping us to find innovative treatments, so we can transform patients' lives. We believe in equal pay and remuneration for employees doing similar jobs, regardless of gender.”

# The gender pay gap vs. equal pay

The gender pay gap and equal pay are **not** the same thing.

**Equal pay**, a legislative requirement, ensures that men and women receive the same pay for doing the same job. In line with this requirement, men and women at Bristol Myers Squibb receive similar pay for performing similar roles, including with respect to the opportunity to earn an annual incentive bonus.

The **gender pay gap**, as measured by the UK's gender pay reporting regulations, shows the difference in the average hourly pay of men and women across the entire UK workforce, irrespective

of the role they perform. The **mean gender pay gap** is calculated by adding up the wages of all male and female employees respectively to obtain the average for each gender, and the difference is expressed as a percentage of average men's earnings. The **median gender pay gap** is determined by listing all employees' salaries in order from lowest to highest (or highest to lowest) and finding the number in the middle of this sequence. So, in a working population with unequal numbers of men and women in each quartile of the workforce, even when there is **equal pay** there may still be a **gender pay gap**.

## Explaining the difference between equal pay & gender pay

### Equal Pay

Men and women doing similar jobs are paid similar salaries.



### Mean Pay Gap

Add all the salaries of the men and divide by the number of men, do the same for women and compare the difference.

### Median Pay Gap

List all the men in order of salary, take the salary of the one in the middle, do the same for women and compare the difference.

### Gender Pay

The difference in the **average** pay of men and women across the **whole organisation**.

### An example organisation

All employees in each quartile are paid the same.



### What this means

In a population with unequal numbers of men and women in each quartile, **even when there is Equal Pay** there will still be a Gender Pay gap.

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# Closing the gender pay gap

Bristol Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. Globally, the company has c.30,000 colleagues and the UK employs 970 people across three sites:

- Corporate Head Office (incl field teams); Uxbridge, Middlesex
- Research and Development Hub; Moreton on the Wirral
- Europe Capability Centre; Chester.

Since publishing our last report in October 2021, our overall gender pay gap has broadly remained aligned to the UK average. Our strategic plans to reduce the gap are long term initiatives that will take time to be fully realised. Based on data over the 12 months, ending on 5 April 2021 our overall mean gender pay gap is 15.9%, and our overall median gender pay gap is 15.9%.





At Bristol Myers Squibb, as with many other companies, higher paying jobs reside in the upper quartiles of the organisation, where there is more of an equal balance between women and men. There is a 51%:49% split in favour of women in the upper quartile, and 61%:39% split in favour of women in the upper middle quartile. However, women outnumber men to a reasonably large degree in the lower quartiles (64%:36% in the lower middle quartile, and 68%:32% in the lower quartile), which contributes to our gender pay gap. We are working on understanding this gender balance further to better identify and understand the gaps, and developing new initiatives to narrow these.

Progress on closing our gender bonus gap still requires our focus and attention. **Our mean gender bonus gap stands at 24% and our median gender bonus gap at 28%**, and we are committed to reducing these as a priority.

We are confident that by accelerating programmes to support our pipeline and the development and advancement of women as they join Bristol Myers Squibb, the gender pay and bonus gaps will close over the long term. Current and planned initiatives are outlined next.

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“We are focussed on evolving our inclusive culture and we’re committed to doing more. This involves helping women to develop and advance in the workplace; creating a supportive environment; and listening to all of our employees to understand their needs.”

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# Our commitment to work life balance and gender diversity and inclusion



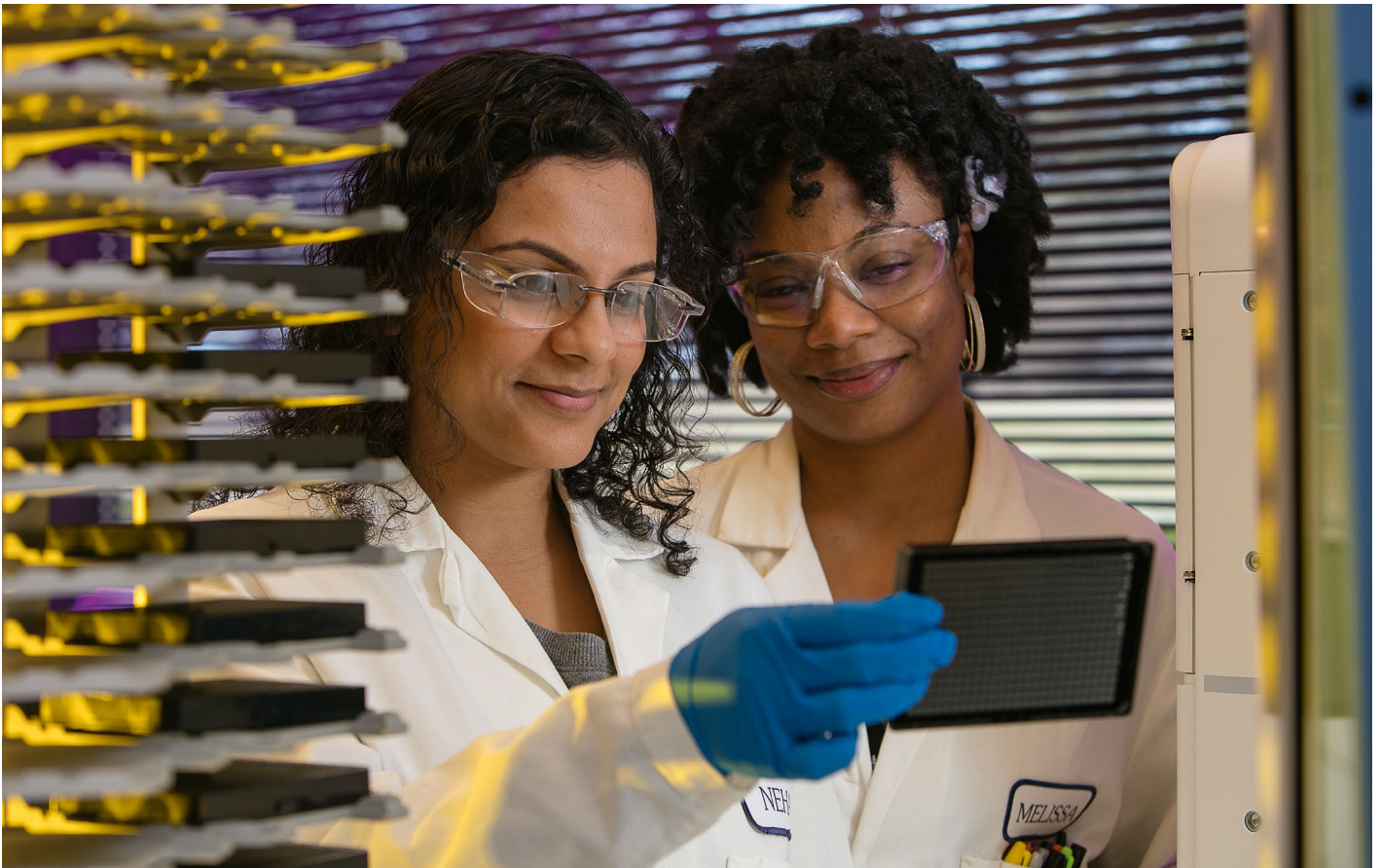
“We’re committed to working with all of our employees, listening to their feedback and innovative suggestions to enable us to narrow our gender pay gap.”

As we work towards closing the gender pay gap, we believe the best way to achieve this is through our UK specific I&D strategic roadmap, consistent with our global diversity and inclusion strategy, which aligns around four key pillars:

## 1. Bending the curve of representation:

We use advanced analytics to understand trends amongst our past, current and future employees, and we apply these insights to make changes that drive towards our goal of closing the gender pay gap.

- We’ve identified that our UK gender pay gap is more pronounced in certain parts of the organisation. We are conducting deeper analysis, and will put tailored initiatives in place to address specific areas contributing to our overall gap.



## 2. Accelerating momentum with our People and Business Resource Groups (PBRGs):

With a singular focus on diversity - while working collectively as a team - our PBRGs are led by a full-time business leader and create a platform to develop, and empower our workforce to help deliver our company goals and people strategy.

- In the UK, 896 members participate, and their importance to employee development and to driving business performance, is well-recognised. UK programmes include leadership development initiatives, and a continued focus on diverse and inclusive interview panels, so we can recruit the best person for the role.
- Our most active and visible PBRG is our women's group, known as the Bristol-Myers Squibb Network of Women (B-NOW). With 221 members in the UK, B-NOW drives business performance by embracing gender diversity.
- In 2021 a B-NOW member created a new menopause workstream with 18 fully trained male and female menopause advocates. This team is providing training and resources to all managers and employees whilst enhancing facilities and occupational health services to fast track treatment. In parallel, BMS have sponsored the All Party Parliamentary Group (APPG) to drive the menopause revolution across national workplaces.

## 3. Shaping the culture of inclusion:

As an organisation grounded in science, we've implemented our *Possibility Lives* culture-change programme, which aims to promote innovation and business performance. Using neuroscience research, we are breaking bias through the use of inclusive habits. These habits are driven through a grassroots movement to instil positive and inclusive behaviours that develop our business and our people.

We expect our employees to champion our inclusive culture, and we support them to do this via development, training and regular information meetings. We also upskill managers on attracting and leading diverse teams.

- We know that work is just one facet of our employees' lives, and their life outside of Bristol Myers Squibb, is of equal importance. We want to support the whole lives of our employees and that is why we have introduced a range of benefits including medical fertility support; gender dysphoria support; and enhanced maternity, paternity and shared parental leave options, as well as a new Fleible Working approach.

## 4. Driving external relationships with purpose:

We partner with external stakeholders to develop and advance women, and recruit top diverse STEM talent.

- We have formed external partnerships with the Healthcare Businesswomen's Association (HBA) to implement best practice in the advancement of women in the UK healthcare sector.
- We sponsor and work collaboratively with Chester Womens Aid to raise awareness of their work and support women in our local community.



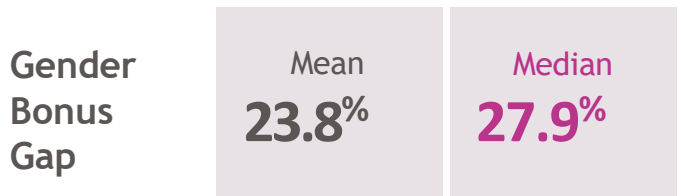
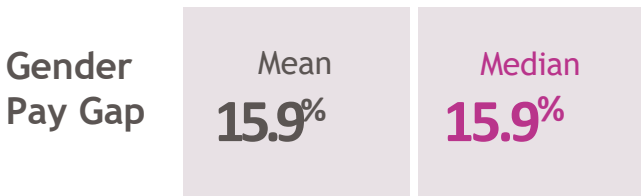
# Gender pay statistics

The figures below show our overall mean and median gender pay gap; mean and median gender bonus gap; and pay quartile data calculated in line with the requirements of the gender pay gap regulations.<sup>1</sup>

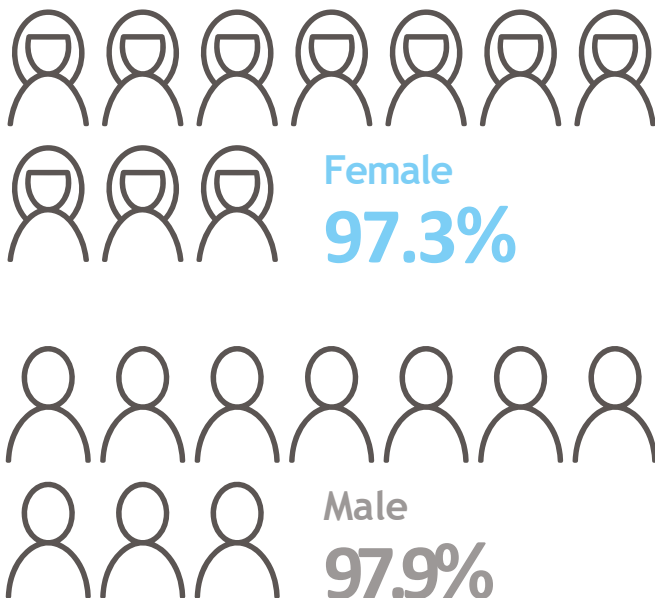
As our UK business consists of four legal entities - BMS Pharmaceuticals LTD, BMS Business Services LTD, Celgene Europe LTD and Celgene UK LTD - we have also reported the figures for each entity separately.

We are committed to continually reviewing the data and working in collaboration with our colleagues across the UK to make ongoing improvements in reducing the gender pay and bonus gaps.

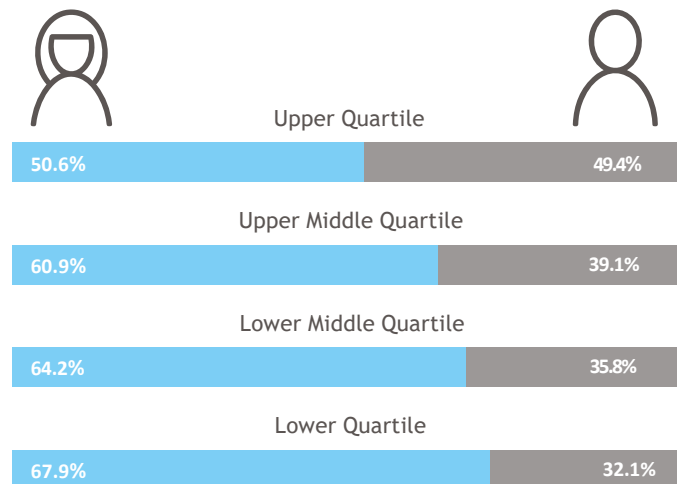
## BMS



Proportion of employees who received bonus pay



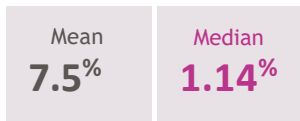
Proportion of female and male employees in each salary quartile band



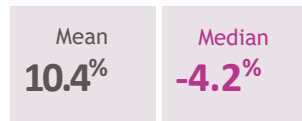
<sup>1</sup> The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations").

# BMS Pharmaceuticals LTD

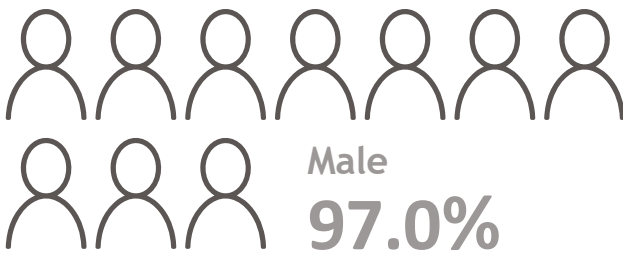
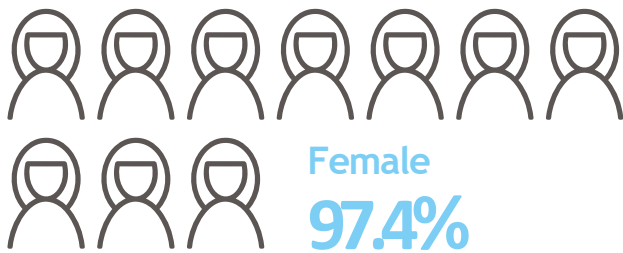
## Gender Pay Gap



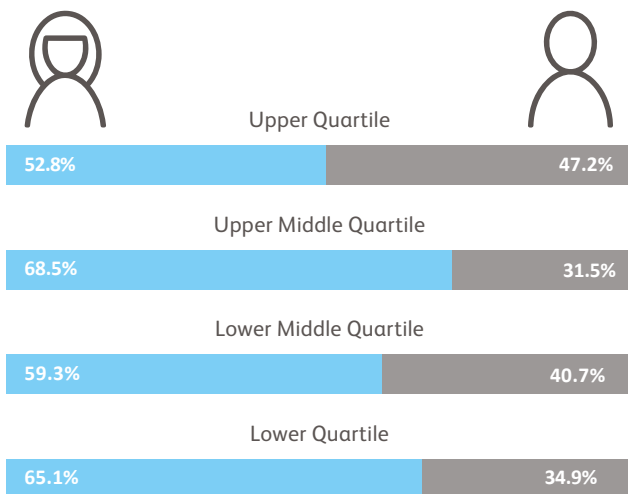
## Gender Bonus Gap



## Proportion of employees who received bonus pay

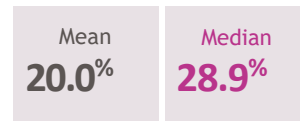


## Proportion of female and male employees in each salary quartile band

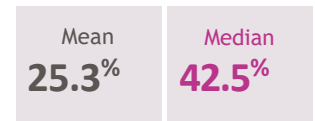


# BMS Business Services LTD

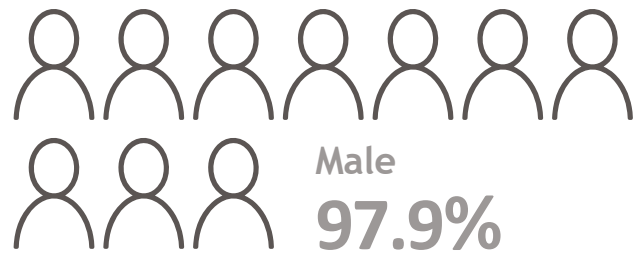
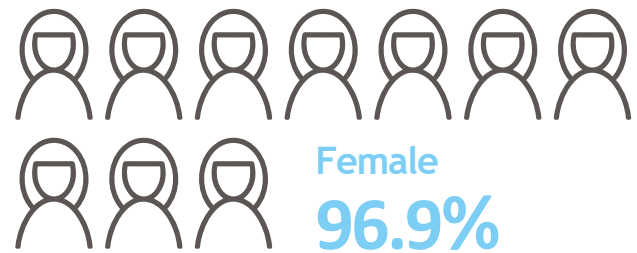
## Gender Pay Gap



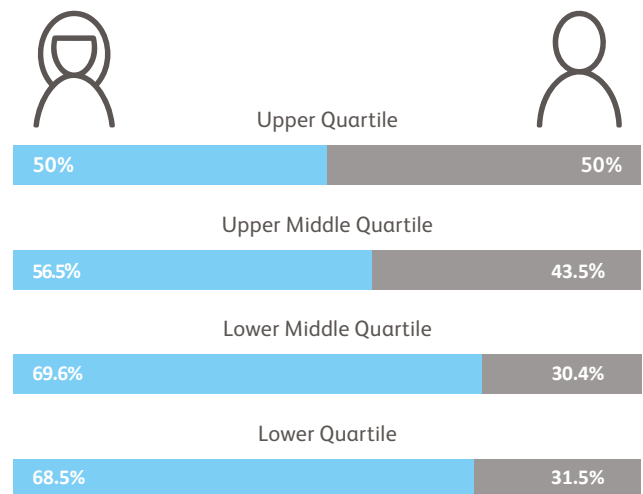
## Gender Bonus Gap



## Proportion of employees who received bonus pay



## Proportion of female and male employees in each salary quartile band



# Celgene Europe LTD

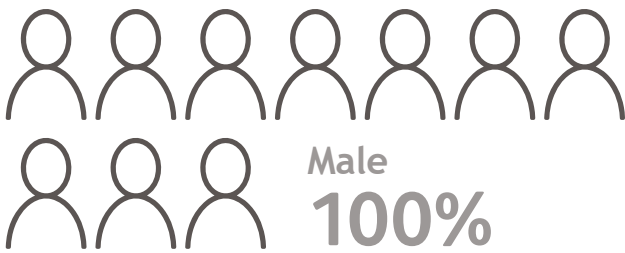
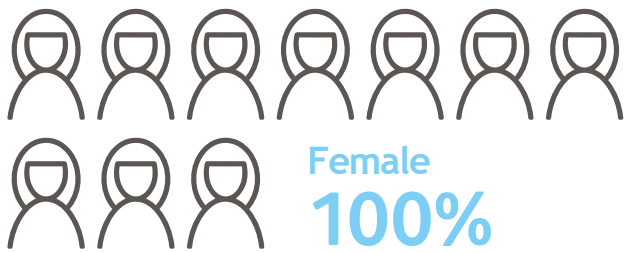
## Gender Pay Gap

Mean	Median
21.6%	1.3%

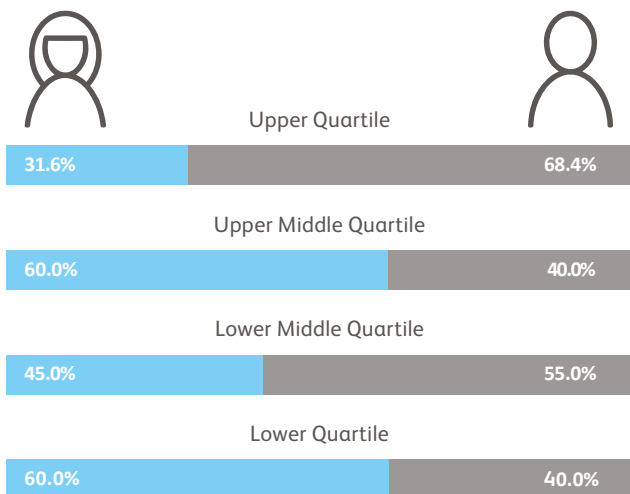
## Gender Bonus Gap

Mean	Median
33.9%	8.1%

## Proportion of employees who received bonus pay



## Proportion of female and male employees in each salary quartile band



# Celgene UK LTD

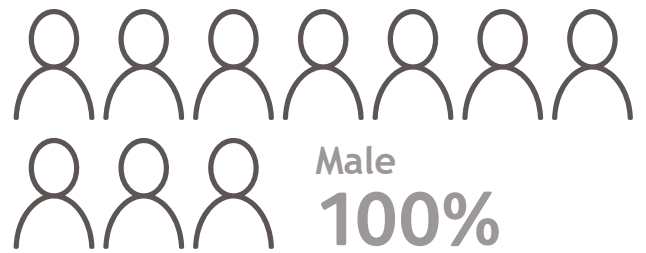
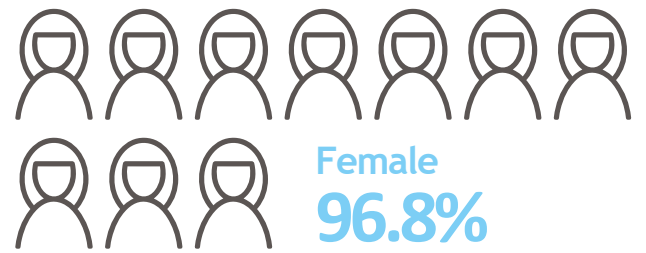
## Gender Pay Gap

Mean	Median
15.6%	15.4%

## Gender Bonus Gap

Mean	Median
19.2%	17.4%

## Proportion of employees who received bonus pay



## Proportion of female and male employees in each salary quartile band

