

2023 UK Gender Pay Gap Report



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An introduction from Elinora



"We strive for inclusion and diversity to be an organic part of how we work every day"

Bristol Myers Squibb is proud to have ambitious, global inclusion and diversity goals. We strive for inclusion and diversity to be an organic part of how we work every day, underpinned by inclusive practices, processes, policies and systems.

As well as our global team of Inclusion and Diversity leaders, during 2022 we invested in a dedicated UK lead to identify specific opportunities and develop a UK Inclusion and Diversity strategic roadmap. I am delighted that we are continuing this commitment into 2023. I am excited to see how, along with our hugely passionate and engaged employee groups, we can continue to make Bristol Myers Squibb in the UK a place where every individual that we employ is valued for their unique contributions and diverse experience.

The UK government requires Companies that employ more than 250 people to publish annual gender pay gap data. While only two of the UK entities employ more than 250 people, in the spirit of transparency we have chosen to include data for all our entities as well as our combined UK data. This report is based on data from April 2022, at which point Celgene Ltd was still a separate entity.

We know from the latest data, as well as reports over the last few years, that the differing gender proportions across our organisation is driving our gender pay gap of 14.6%. While we do have significant female representation within the upper two quartiles, demonstrating our commitment to the development of female leaders, the proportions are not representative of the organisation overall. We must take action to understand the factors that impact the career development of women, internally and externally and accelerate our programmes to drive change. It will take time to close this gap, but we are passionately committed to doing so.

Inclusion and diversity are not just our values. They are a critical driver of business performance and better outcomes for our patients.

A handwritten signature in black ink, appearing to read 'Elinora Pisanti'.

Elinora Pisanti
Executive Director, Human Resources, UK & Ireland

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.

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 1000 people across three sites:

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

Based on data over the 12 months, ending on 5 April 2022 **our overall mean gender pay gap is 14.6%** (vs 15.1 last year), and **our overall median gender pay gap is 13.4%** (vs 12.6 last year). We have consistently outlined that our strategic plans to reduce the gap are long term initiatives that will take time to be fully realised.





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 52%:48% split in favour of women in the upper quartile, and 60%:40% split in favour of women in the upper middle quartile. However, women outnumber men to a reasonably large degree in the lower quartiles (65%:35% 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 to develop new initiatives to narrow these.

Progress on closing our gender bonus gap still requires our focus and attention. **Our overall mean gender bonus gap stands at 21.9%** (vs 19.8% last year) and **our median gender bonus gap at 18.9%** (vs 32% last year). While we have made some progress we recognise there is still work to do.

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.

"We are focused 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."

Our commitment to gender inclusion & diversity



" We are committed to working with all of our employees, listening to their feedback and innovative suggestions to enable us to narrow our gender pay gap."

We believe that when diversity is celebrated and inclusion is intentional, everyone benefits, especially our patients; therefore, we must continue to maximise the potential of every individual at Bristol Myers Squibb by creating a sense of belonging.

We expect our employees to champion our inclusive culture and we support them to do this via development, training and regular information meetings.

Our commitment to diversifying broader representation of our workforce extends to all levels. The best way to work towards representation is through our UK specific Inclusion & Diversity (I&D) programme consistent with our global Inclusion & Diversity strategy and our People and Business Resource Groups (PBRGs).

Inclusive selection practices:

Global Inclusion & Diversity co-collaborates and co-partners with Talent Acquisition to ensure we reinforce inclusive hiring. We focus on making the best hiring decisions aimed at benefiting job candidates across various dimensions of diversity, including race, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression and disability.

We leverage an inclusive hiring strategy to support our talent objectives:

- Promoting diverse slates or diverse interview panels:
Inclusive job adverts and a diverse slate of qualified candidates helps mitigate similarity bias - the inclination to surround ourselves with people who think, act, and look like us.
- Identifying the best candidates:
Educational credentials are important for some roles, but Bristol Myers Squibb also considers holistic and transferable job skills to identify best candidates for roles.
- Leading fair and structured interviews:
Bristol Myers Squibb uses a structured interview, ensuring the hiring committee identifies skills and values essential to the job and the team.
- Early Career Programmes in UK:
We hire diverse talent each year into our Intern and Graduate Programme.



Retaining female talent:

At Bristol Myers Squibb, PBRGs play an important role in enabling our Global Inclusion & Diversity strategy. Our five PBRGs empower members as business leaders, adding value through the execution of business plans and accelerated leadership development.

The Bristol Myers Squibb Network of Women (B-NOW) PBRG plays an important role in retaining talented women and driving equitable advancement and outcomes for all by leading with our value of inclusion. The B-NOW vision is to ensure that all women at Bristol Myers Squibb have the opportunity to advance their career, including to executive and c-suite levels, creating a powerfully diverse, globally inclusive workplace to achieve a competitive advantage. B-NOW embraces gender diversity through various programmes, initiatives and activities so that all women at Bristol Myers Squibb have opportunities to develop, advance, be recruited and retained globally.

Since the last report the UK BNOW chapter has driven further work towards our goals as a Menopause friendly employer. Bristol Myers Squibb was recognised externally by The Menopause Friendly Accreditation as 'Menopause Friendly Employer of the year'. We also launched a new menopause service in partnership with My Menopause Centre, who will be providing a fast-track menopause referral service for Bristol Myers Squibb staff.

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 a wide range of flexible benefits and policies to support many aspects of employees lives. We have partnered with Hestia to roll out a Domestic Abuse Support and Training initiative which also aligns with our Inclusion and Diversity strategy.

We have extended our Parental Bereavement Leave to cover miscarriage and still birth at any stage of pregnancy. We are committed to reaffirming and maintaining the importance of flexible ways of working for all employees and our global flexible working guidance allows employees to balance work and life needs including up to 50% home working.

Cultivating an inclusive culture:

We lead with our value of inclusion and have several priorities and programmes underway to ensure all colleagues feel valued and a sense of belonging at Bristol Myers Squibb. These include:

Unconscious bias education: We have deepened our focus on unconscious bias workshops for our global leadership team, managers and our employees.

Possibility Lives: This is a culture change programme based on neuroscience research mobilised through nearly 800 global ambassadors and verified inclusion partners around the world. It aims to help individuals build inclusive habit formation, helping us to lead with our value of inclusion to advance a workplace where our colleagues feel they belong and are valued for their unique perspective.

Speak My Mind: This helps drive organisational performance, improve decision-making, include diverse thinking and innovative solutions and encourage a sense of belonging and feeling valued. Providing tools and resources for people managers, Speak My Mind encourages managers to lead with vulnerability and create an environment of psychological safety and inclusivity, so employees feel comfortable speaking up.

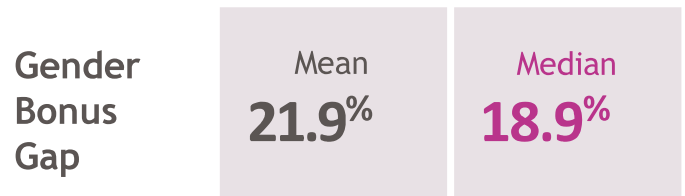
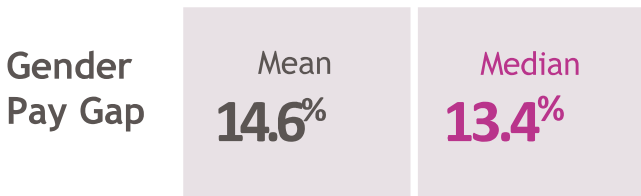
Gender pay statistics

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.ⁱ

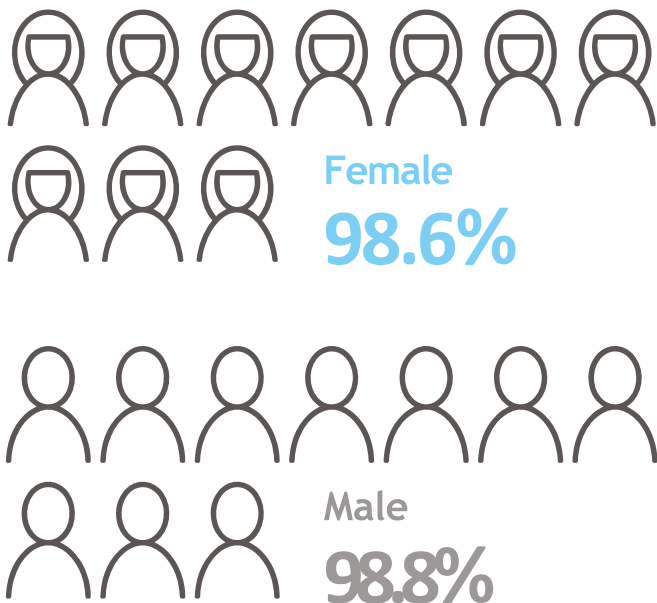
At the time of data reporting, April 2022, our UK business consisted of four legal entities - Bristol Myers Squibb Pharmaceuticals LTD, Bristol Myers Squibb Business Services LTD, Celgene Europe LTD and Celgene UK LTD - we have also reported the figures for each entity separately.

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.

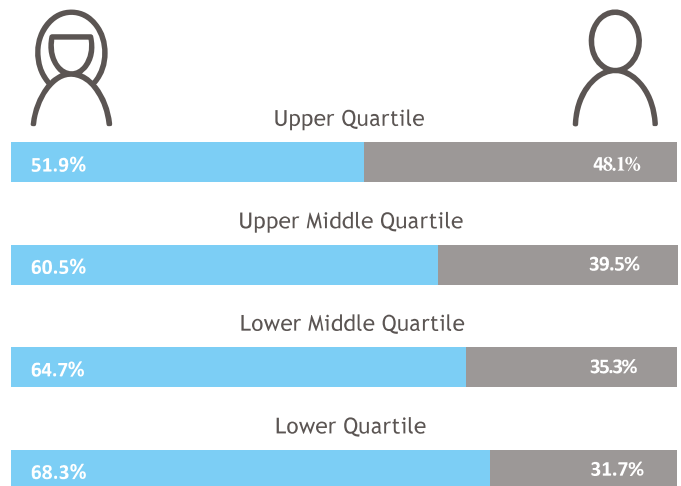
Bristol Myers Squibb UK



Proportion of employees who received bonus pay



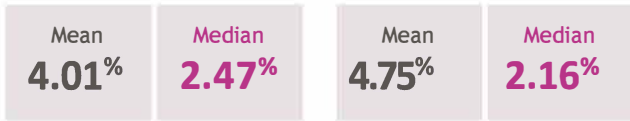
Proportion of female and male employees in each salary quartile band



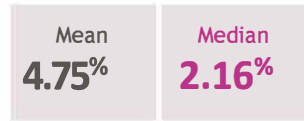
ⁱ The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations").

Bristol Myers Squibb Pharmaceuticals LTD

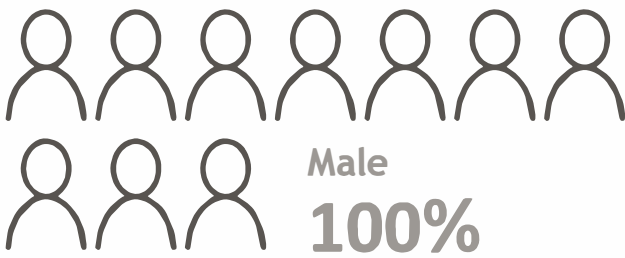
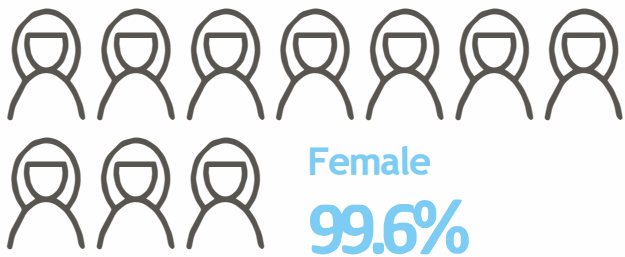
Gender Pay Gap



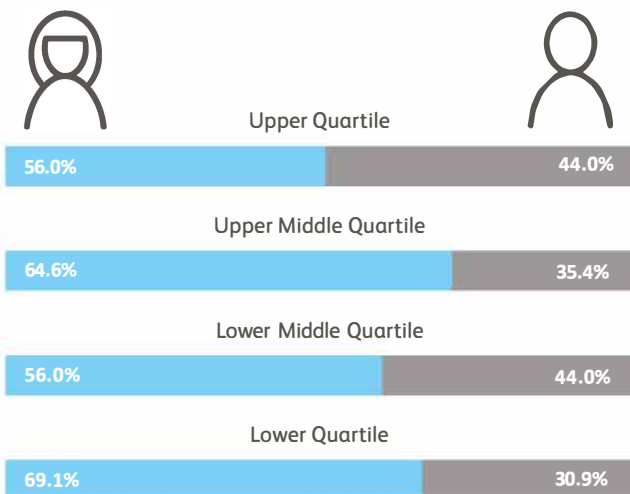
Gender Bonus Gap



Proportion of employees who received bonus pay

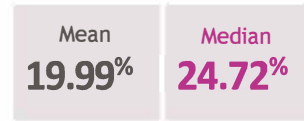


Proportion of female and male employees in each salary quartile band

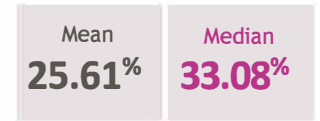


Bristol Myers Squibb Business Services LTD

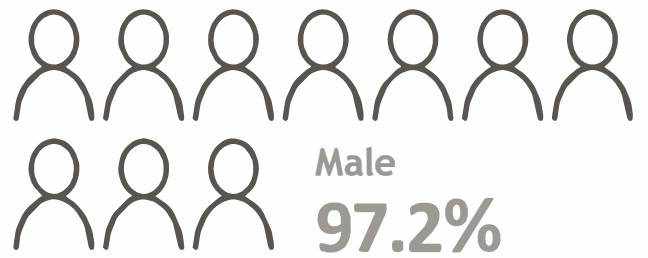
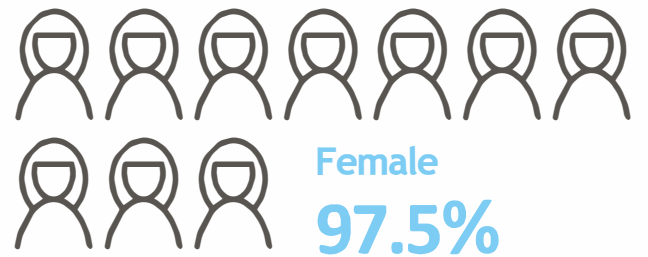
Gender Pay Gap



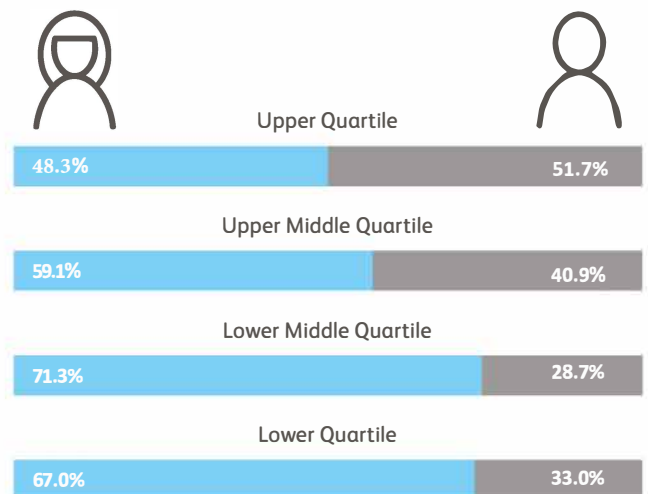
Gender Bonus Gap



Proportion of employees who received bonus pay

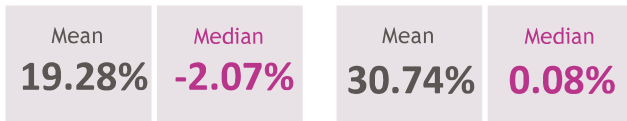


Proportion of female and male employees in each salary quartile band

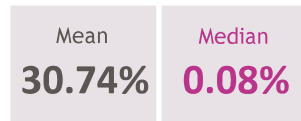


Celgene Europe LTD

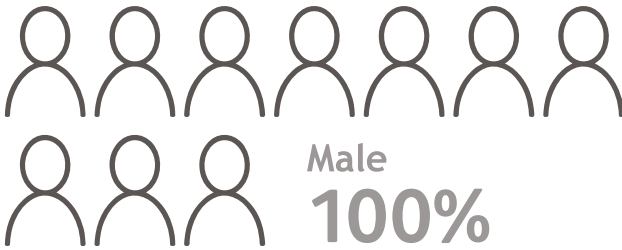
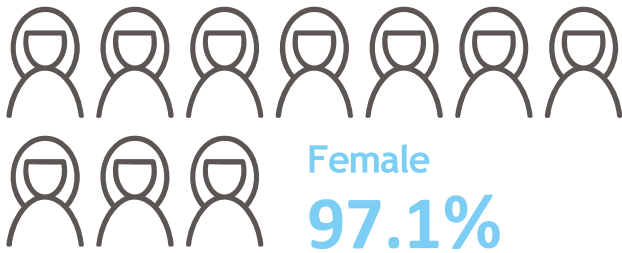
Gender Pay Gap



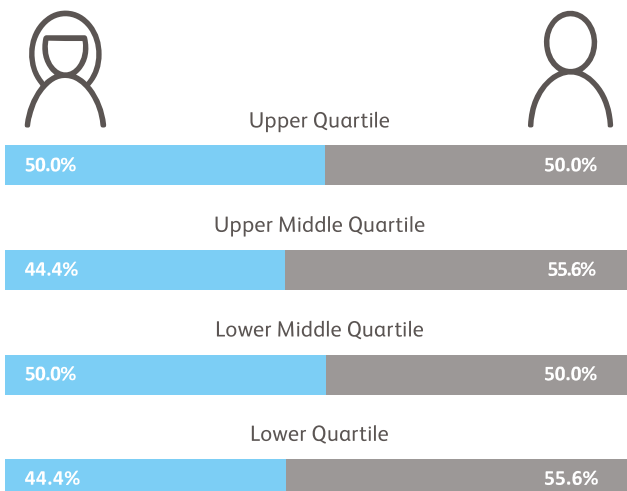
Gender Bonus Gap



Proportion of employees who received bonus pay

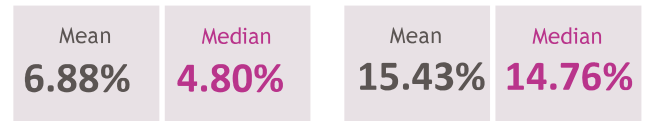


Proportion of female and male employees in each salary quartile band

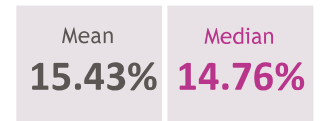


Celgene UK LTD

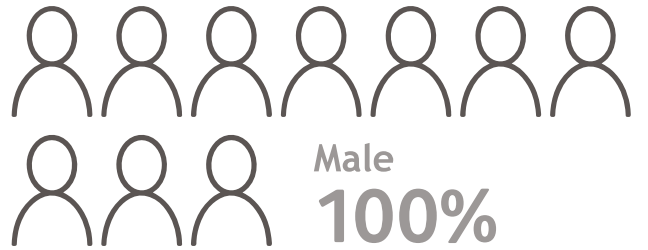
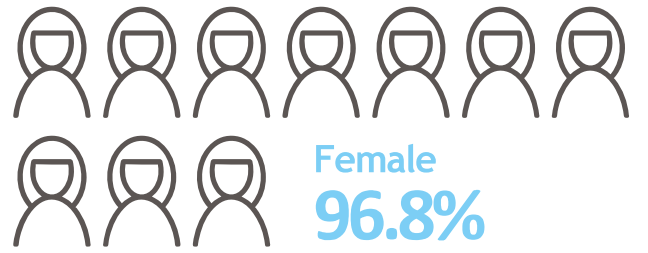
Gender Pay Gap



Gender Bonus Gap



Proportion of employees who received bonus pay



Proportion of female and male employees in each salary quartile band

