

Gender Pay Gap reporting 2019

Oxford Nanopore Technologies aims to disrupt the paradigm of biological analysis by making high performance, novel DNA/RNA sequencing technology that is accessible and easy to use.

Our goal is to enable the analysis of any living thing, by anyone, anywhere. We offer real-time nanopore-based DNA/RNA sequencing technology: accessible, easy to use and fully scalable for any requirement.

Our novel, electronics-based DNA/RNA sequencing technology is being used in nearly 100 countries, for a range of biological research applications. These include outbreak surveillance, large scale human genomics, cancer research, microbiology, plant science and environmental research. The technology has recently been put to use across public health and research labs during the COVID-19 outbreak, where we have aimed to make it accessible to any researcher in any affected country.

Nanopore sequencing is also being explored beyond research, where it has the potential to provide rapid, meaningful information in the fields of healthcare, agriculture, food and water surveillance, education and a wide range of other applied uses.

Developing and commercialising this technology requires an interdisciplinary workforce, with heavy emphasis on science, engineering, software and data analysis disciplines.

To do this we draw upon the talents of a diverse workforce and look to recruit and develop – on merit and performance - the brightest and the best people to develop and commercialise our technology, regardless of gender, race, ethnicity, age, religion or sexual orientation.

This report sets out the gender pay gap statistics for Oxford Nanopore Technologies Ltd. This is its report for the snapshot date of 5 April 2019.

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Oxford Nanopore Technologies Ltd. is legally required to publish, on an annual basis, specified information relating to their gender pay gap. The following information has been calculated in accordance with the Regulations and is legally compliant.

Our commitment to equality and diversity

As a group of people working together on a disruptive technology that we believe will have a positive impact on society, we would like to reflect the society that we aim to impact. From a practical perspective, we also believe greater diversity at all levels of the company will improve our ability to develop novel technologies and deliver disruptive/non-traditional commercial strategies. This is of course critical for us to thrive and disrupt in a competitive business environment.

We therefore recruit the best, regardless of race, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy and maternity, age or disability. Oxford Nanopore will also ensure through its recruitment and selection policy that the structure, design and requirements of jobs do not discriminate but promote the diversity and inclusion our business needs to be successful.

Our approach to pay and reward

- Our approach to diversity is integrated into our reward and recognition governance. Our reward ethos supports the company to recruit and retain highly talented employees from a variety of backgrounds and disciplines to develop and commercialise our cutting-edge technology and products.
- We benchmark salaries against the market to ensure that our pay ranges remain competitive - to comparable industry sectors.
- Our salary review, discretionary bonus and promotional review are carried out annually. We reward and recognise our people for their achievements through a number of different mechanisms, such as spot and loyalty awards, and team social events.

Gender pay gap

Figure 1

	Male	Female	Percentage Difference
Mean	£29.78	£21.20	28.81%
Median	£23.97	£18.19	24.11%

Mean gender pay gap – average hourly rate of pay for male and female employees.

Median gender pay gap – middle hourly rate of pay for male and female employees.

We have seen a slight improvement in our GPG figures from 2018 (mean 29.06%, median 25.94%), which we view as a positive step and in recognition of the measures we are taking to address gender pay. We are encouraged to see, from early reports, that our gender pay gap continues to improve into 2020.

Considering the lower proportion of women in the STEM industry, where we recruit heavily at graduate level or from academia/industry, gives insight into our gender pay gap. For example, at graduate level only 15% of computer science or engineering and technology graduates are female¹.

Whilst our overall gender pay gap is above the national average of 17.3% (29th October 2019), when we look at our equal pay analysis in line with the internal company grade structure for men and women, we find that most grades are closely matched.

We have a number of programmes in place to support diverse talent coming into and developing within our business.

Salary pay quartiles (Hourly Rate)

The following table, Figure 2, separates our entire workforce into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

The pay quartiles are representative of our demographic in leadership. As a Company, we hire and reward based on merit, regardless of race, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy and maternity, age or disability.

Figure 2

Gender	Lower	Lower Middle	Upper Middle	Upper
Male	50 51.02%	50 51.02%	73 74.49%	81 81.82%
Female	48 48.98%	48 48.98%	25 25.51%	18 18.18%

Gender bonus gap

Figure 3

	Male	Female	Percentage Difference
Mean	£8,135.65	£4,519.91	44.44%
Median	£5,029.00	£3,469.10	31.02%

We have a discretionary bonus scheme which has typically been paid each December to all employees. Our average bonus payment results are shown above in Figure 3, as expected, in line with gender demographics (the smaller proportion of women in the upper pay quartiles). The data is also impacted by the pro rata bonus payments made to new starters and part time employees.

Bonus Pay

Figure 4

Number of Males receiving bonus:	245 / 254
Proportion of Males receiving bonus:	96.46%
Number of Females receiving bonus:	133 / 139
Proportion of Females receiving bonus:	95.68%

Employees hired after 1st December 2018 did not receive a bonus, hence the reason for the above difference in proportions between the total number of employees and the actual number that received bonuses. (Figure 4).

What we are doing...

We continually work with our established Diversity and Inclusion Steering Group to help give insight into areas of the business that require focus.

We are committed to the development and support of all our employees, encouraging diversity through people and perspective. We believe that our initiatives support the development of all our employees, as well as providing opportunities to engage with the next generation of talent through our STEM activities, work experience and internships. We proactively monitor the success of all of our initiatives and with continual development and introduction of new initiatives in mind.

Our initiatives include, but are not limited to;

- Leadership Coaching
- Mentoring programme
- Leadership & People Management Fundamentals Training
- Business planning facilitation
- Effective teamworking, communications and engagement training
- STEM outreach programmes
- Internship / Work Experience programmes
- Apprenticeships

We ensure that through our recruitment and selection policy that the structure, design and requirements of jobs do not discriminate but promote the diversity and inclusion our business needs to be successful.

We continue to support the UK Government's drive for companies to be more transparent on gender pay issues and confirm that the data reported is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Moreover, we are excited by the possibilities that a diverse workforce represents to us as a disruptive company; we are committed to our ongoing initiatives, continuous review and improvement to our practices.



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Date:



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(1)<https://www.newscientist.com/article/mg24132234-500-gender-pay-gap-widens-for-uk-scientists-and-engineers/>

(2)<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

i <https://www.stemwomen.co.uk/blog/2019/09/women-in-stem-percentages-of-women-in-stem-statistics>