



# UK Gender Pay Gap Report

2022

Transforming healthcare  
at the point of need





# Our commitment to inclusion

We believe that our people are our strength, and we care about building an inclusive and equitable workplace where everyone feels valued and inspired to do the best work of their careers and empowered to solve some of the biggest challenges in global healthcare.

We believe that we innovate, collaborate, and succeed best when we are inclusive of diversity in experiences, thought, perspective, and background.

## How gender pay gap is measured?

The gender pay gap is the difference in the median and mean pay of women compared to the men working for us in the UK, regardless of the nature of their work.

All companies within the UK with 250 or more employees on 5 April of the reporting year are required to report the following gender pay gap data:

- The difference in mean and median pay between male and female employees
- Difference in mean and median bonus pay between male and female employees
- The proportion of male and female employees who received bonus pay
- The proportion of male and female employees across four proportional pay bands (quartiles)

The gender pay gap does not show equal pay. Equal pay relates to what women and men are paid for the same or similar jobs or work of equal value. In the UK, it has been illegal to pay women and men unequally for almost 50 years. At LumiraDx we have very strong gender pay alignment and are rigorous in safeguarding against unfair equal pay practices.

For the purposes of gender pay gap reporting, we must compile and report data in accordance with statutory requirements. This means we have to report data in a binary way and have therefore used the terms 'men/male' and 'women/female' in this report. We acknowledge that for some employees this means we are not referring to their gender identity. We are committed to supporting all of our employees and including all gender identities.

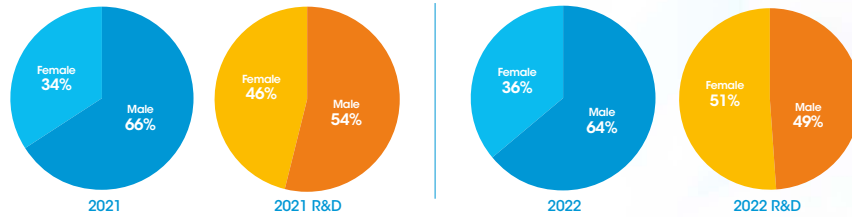
## Understanding our pay gaps

This report shows the pay data for our UK population only. We follow the UK regulations in preparing and analysing our pay information. Our snapshot date for this report is **5 April 2022**.

We use a Total Pay approach which encourages a collective focus on our business priorities. Total Pay combines salary and bonus into an employee's regular fixed monthly pay, which means that we don't have a bonus reporting requirement.



## Gender split for LumiraDx at the snapshot date



## Mean and median pay gap

The **mean** average refers to the % difference across the pay of all women and men.

The **median** average refers to the % difference between the midpoint of pay for both women and men.

When a positive pay gap is reported this means that on average men are paid more than women. Similarly, when a negative pay gap is reported this means that on average women are paid more than men.

The Office for National Statistics (ONS) reports\* that in 2022, the gender pay gap for all employees decreased to **14.9%**, from 15.1% in 2021.

Our position is favourable compared to the average gender pay gap in the UK:

Mean		
2020	2021	2022
28%	12%	<b>14%</b>

Since our first report in 2020, our mean gender pay position has improved by 14%.

Median		
2020	2021	2022
21%	6.5%	<b>2.8%</b>

Since our first report in 2020 our median gender pay position has improved by 18.2%.

## Pay quartiles

Pay quartiles show how pay is distributed across our people who, for the purposes of this report, are divided into four equal groups. Ranging from the lowest to the highest paid individuals, showing the proportion of female and male employees in each group.

Lower hourly pay quartile			
	2020	2021	2022
Women	44%	48%	<b>46%</b>
Men	56%	52%	<b>54%</b>

Lower middle hourly pay quartile			
	2020	2021	2022
Women	43%	29%	<b>35%</b>
Men	57%	71%	<b>65%</b>

Upper middle hourly pay quartile			
	2020	2021	2022
Women	48%	29%	<b>34%</b>
Men	52%	71%	<b>66%</b>

Upper hourly pay quartile			
	2020	2021	2022
Women	20%	30%	<b>31%</b>
Men	80%	70%	<b>69%</b>

# Insights

- In the UK, women are underrepresented in the areas of Science, Technology, Engineering, and Maths (STEM). There is a gap between girls and boys that study STEM subjects beyond GCSE level (35% of girls and 80% of boys). At University, only 25% of graduates in STEM subjects are female.\*\* This lack of opportunity translates to the workplace, and women are more widely underrepresented in those areas, particularly at a senior level
- At LumiraDx in the UK, many of our mid to senior roles are in the STEM fields. Between April 2021 and April 2022, we hired and retained more women in our Research & Development function, particularly in technician and scientist roles. The external market has made it more challenging to have a balanced shortlist when recruiting into technology and engineering roles, where we have hired less women.
- Men typically hold our most senior and highly paid STEM roles, as men tend to have had higher levels of opportunity and therefore hold higher levels of technical experience in those fields. These outliers continue to skew our mean gender pay gap, but we are pleased to see our median gender pay gap reduce further to 2.8%.



# Looking ahead

While we recognise our achievements so far, we still have room for improvement. Most of our roles are in the fields of Science, Technology, Engineering, and Mathematics (STEM) which has a disproportionately lower number of women working in the field. We continue to be committed to improvements long-term; monitoring our progress and continuing to do what's needed to ensure we can sustain improvements into the future.

## We will continue to:

- Use a **skills-based interview** structure for all roles to ensure fairness, consistency, and objectivity
- Target a **50/50 gender** balance of shortlisted candidates when we are recruiting, and track outcomes from anonymous data submitted during the application and promotion process
- Use our established **career framework**, to ensure a fair and competitive approach based on well-defined roles, as well as provide our people with a clear view of routes available to them for career development and progression
- Review our **people policies** to make sure they are inclusive and benefit all of our people
- Find other ways to address imbalances through initiatives such as **internships** and **direct-hire graduate** programs
- Support our **Women@LMDX Employee Resource Group** – led by employees for employees, where our people who identify as women can influence and shape priorities. Their priorities in 2023 include Women in Leadership and Women in STEM
- Develop our **STEM ambassador program**.



Working to ensure the future of  
diagnostics should be one that  
**benefits everyone, everywhere.**