

Amgen UK Gender Pay Report

2019

AMGEN[®]

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Amgen is committed to creating a diverse and inclusive work environment where everyone can fulfil their potential. In support of this, Amgen has implemented a global strategy designed to foster our diversity and create a more inclusive workforce that reflects and connects with the people we serve, our patients.

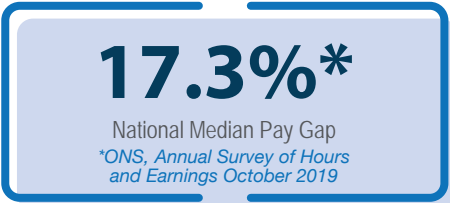
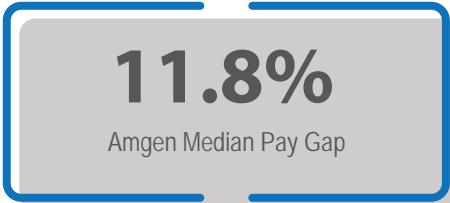
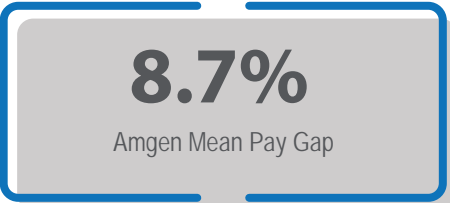
We have over 550 employees in the UK working in Commercial Operations, Research and Development and Corporate Functions. The gender pay gap is an assessment of the difference in average and median earnings of men and women across our UK business. The gender pay gap is not the same as an assessment of equal pay, which compares the pay rates of men and women carrying out the same job or work of equal value.

We recognise that gender is only one part of the conversation on diversity and inclusion and that this is a complex and much debated topic. We welcome the opportunity to report our UK pay data and use the insights the data provides to continue to build a working environment where everyone can succeed and feel a sense of belonging.



Gender Pay Gap

At Amgen, our gender pay gap remains below the national average. In the snapshot of data analysed, **men were paid on average 8.7% more than women.** The reasons for this gap are varied and explained below.

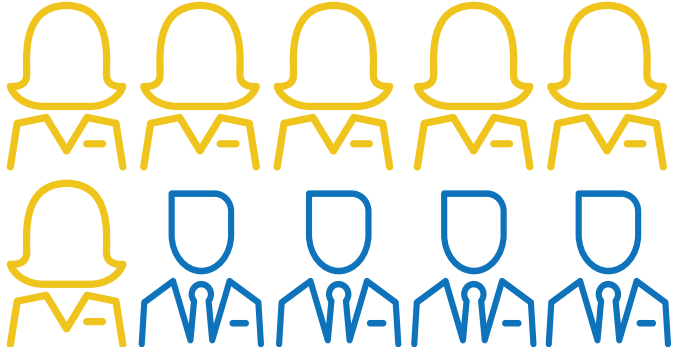


What does our gender pay gap tell us this year?

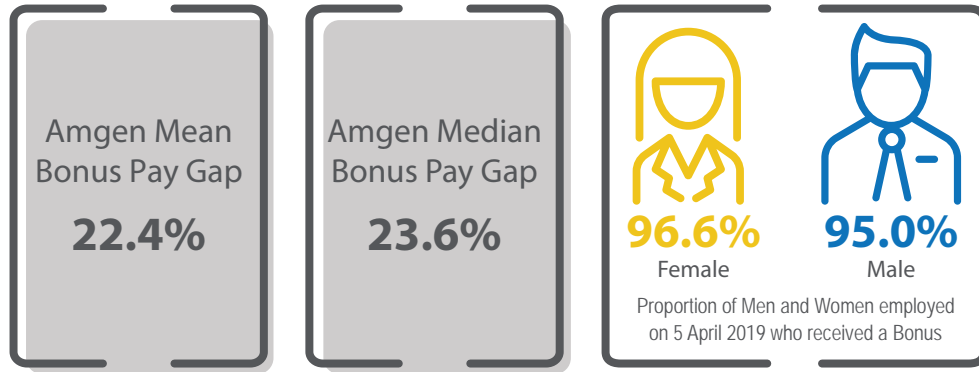
Timing of data collection, impact of long-term incentive income and workforce changes directly influence our gender pay gap.

As in previous years reporting, our April 2019 payroll captures Long Term Incentive (LTI) income. In April 2019, we reported less LTI income compared to April 2018 due to a change in the timing of our LTI programmes. We expect the timing of data collection and normal workforce changes to continue to impact our gender pay gap.

At Amgen in the UK, over 60% of our workforce is female, 55% of leadership roles are held by women. We recognise that while women are well represented in leadership roles here in Amgen UK, it is also important that we continue to ensure a strong representation of men and women across all job levels – particularly at management level and above which in itself, directly influences the gender pay gap.



Bonus Gender Pay Gap



All employees at Amgen UK are eligible to participate in Amgen's bonus programmes. It is important to note that working hours have a direct impact on the bonus gender pay gap. Through the adoption of agile working practices, we provide flexible and meaningful part-time work across our business and retain our best talent – regardless of gender – over the long term. A commitment to offering flexible working solutions, including part-time and home working, has helped to create an environment where everyone at Amgen can thrive professionally whilst balancing their unique personal commitments. At Amgen UK, 17% of our female workforce chose to work part-time compared to just 1% of our male workforce, this directly contributes towards the bonus pay gap as bonus payments are pro-rated for part time employees.

Our mission to serve patients is at the heart of everything we do. It is also vital that we serve our employees and wider society just as faithfully. We have built a strong foundation for determining and managing pay practices. We offer flexible working, training, development and mentoring programmes that benefit all our employees equally – male and female. We value diversity and inclusion and are proud to recognise the contribution that all our employees make to improving people's lives, regardless of their gender or background.



Chris Walker
VP Regulatory Affairs/UK Site Lead



Chris Fox
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Population by Pay Quartiles

These diagrams show the balance of men and women in roles across a range of pay quartiles.

