

Amgen UK Gender Pay Report

2017

AMGEN[®]

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At Amgen we are proud to have this opportunity to demonstrate that our company has an environment where all of our employees in the UK can achieve success and fulfil their potential, often in leadership roles. We recognise that ensuring diversity – in all its forms – in our UK workforce is critical to enabling a pipeline of talent that helps to shape our organisation for success today and in the future.

All companies with 250+ employees in the UK are required to publish their gender pay gap data under new UK legislation. This report details Amgen UK's data. The gender pay gap is an assessment of the difference in average and median earnings of men and women across all levels of the UK business. As you will see, it is influenced by a number of factors including a company's demographics. 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 have 500 employees in the UK in commercial, research and development and corporate functions and have embraced agile working practices. This approach enables us to provide flexible and meaningful part-time work across our business and retain our best talent – regardless of gender – over the long-term. More than 20% of our female employees have chosen to work part-time and 2% of our male employees. A commitment to offering flexible and part-time working has helped us to create an environment where everyone at Amgen can thrive professionally whilst balancing personal commitments.

We have a strong commitment to a diverse and inclusive environment. While we support any approach grounded in transparency and integrity on issues around equality, diversity and inclusion, we also recognise that this is a complex, much-debated issue and that no single data set in isolation can ever tell a full story.



Gender Pay Gap

At Amgen, our gender pay gap is well below the national average. It is referred to as a 'negative' gap since, in the snapshot of data analysed, **women were paid more on average than men at that specific time.**

-8.6%

Amgen Mean Pay Gap

-30.0%

Amgen Median Pay Gap

18.4%*

National Median Pay Gap
*ONS, Annual Survey of Hours and Earnings

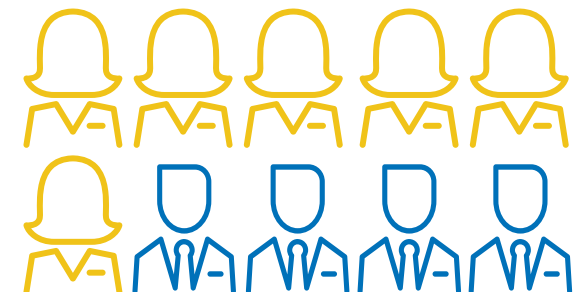
Why do we have a gender pay gap in favour of women?

Our Demographics

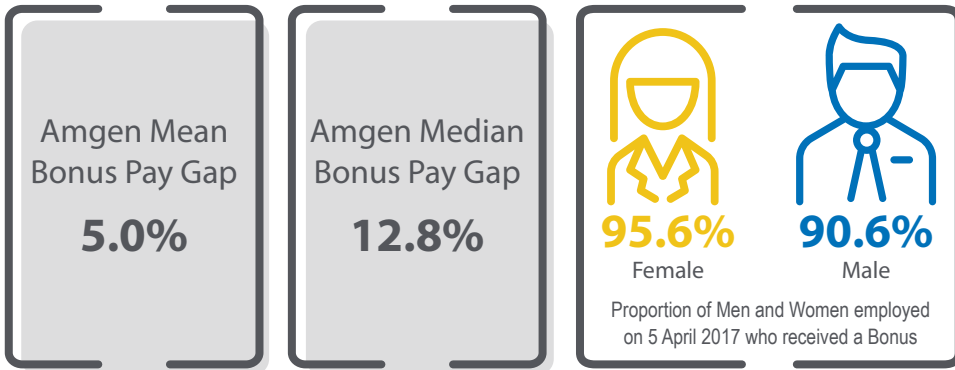
At Amgen in the UK, over 60% of our workforce is female and we have a higher proportion of women carrying out leadership roles (57%).

The Timing of Data Collection and Impact of Long Term Incentives

The legislation requires companies, like Amgen, to report April 2017 payroll data. This timing means that Long Term Incentive (LTI) income is captured in the data. The impact of LTIs which are included in the calculations have a greater weighting in leadership roles where, at Amgen, there are more women.



Bonus Gender Pay Gap



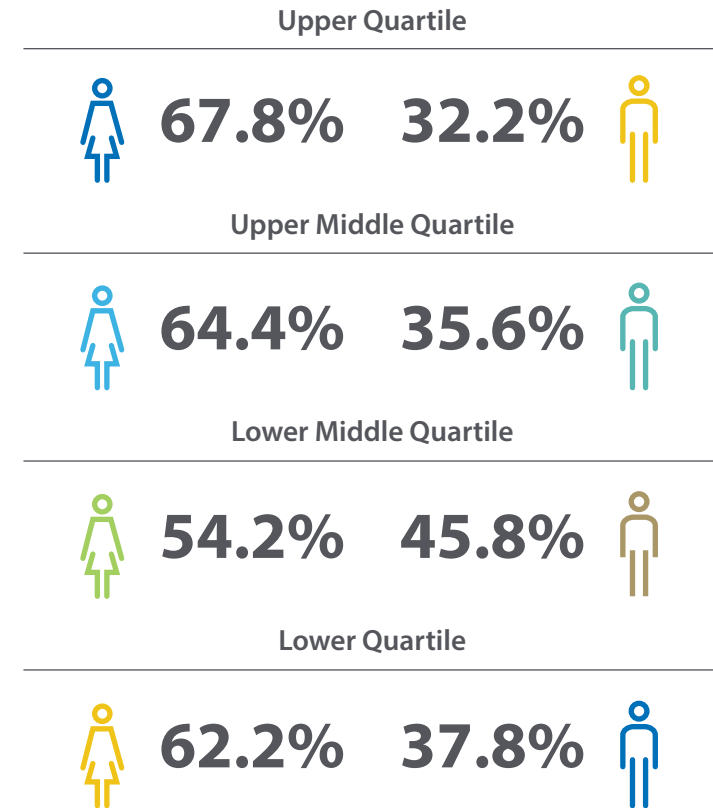
All staff at Amgen UK are eligible to participate in Amgen’s bonus programmes. It is important to note that working hours have a direct impact on the bonus gender pay gap at Amgen UK. As mentioned, over 20% of our female employees work part time compared to just 2% of male employees. This impacts our data as part-time employees receive pro-rated payments based on their working hours. If we review bonus payments on a like for like basis across our UK business we are satisfied that bonus payments for men and women are well aligned.

At Amgen, our mission to serve patients is at the heart of what we do. It is also vital that we serve our employees and wider society just as faithfully. We have built a strong foundation and robust processes for determining and monitoring pay based on skills, external market data and contribution to our company’s success. We offer flexible working practices, training, development and mentoring programmes that benefit all of 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.

I confirm that the information in this report is accurate.
Chris Walker, Officer, Amgen Ltd.

Population by Pay Quartiles

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



Glossary

Gender Pay Gap – A statistic which reports on the difference in average earnings across men and women based on a set of defined data and time period (April 2017)

Mean – The average value from a set of data

Median – The middle value of a range of data

Interested in learning more about Gender Pay Reporting?

www.acas.org.uk/genderpay

Interested in learning more about our culture @ Amgen?

www.careers@amgen.com

