

# Amgen UK Gender Pay Report 2022

At Amgen we're committed to making a positive difference; as a values-based company, deeply rooted in science and innovation we embrace and leverage our employees' unique backgrounds and talents to transform new ideas and discoveries into medicines for patients with serious illnesses.

This report sets out our 2022 gender pay gap data, explaining the reasons behind the gap and some of the practices and initiatives we have implemented over the last year to promote and maintain an inclusive, high performing culture where everyone feels able to contribute to their full potential. We welcome the opportunity to report our pay data and use the insights the data provides to continue to build a working environment where everyone can succeed.

## Our Focus

Diversity matters at Amgen. We believe that an environment of inclusion fosters innovation, which drives our ability to serve patients. In 2022, our senior leaders developed inclusive leadership action plans to further embed a culture of inclusivity and in 2023 a broader group of people leaders will commit to do the same. Our global presence is strengthened by having a workforce that reflects the diversity of the patients we serve. In the UK, our workforce performs roles across Commercial Operations, Research & Development and Corporate Functions; this diverse mix of roles provides us with a mix of unique talent, skills and backgrounds.

In the UK we continue our efforts to embed a strong Diversity, Inclusion & Belonging ethos, where all employees feel respected and valued. In the UK in 2022, this included the roll out of a new global hybrid working policy 'Flexspace', supporting greater choice on work location and greater flexibility in how we choose to work and collaborate. We also carried out a review of our employee benefit proposition with a focus on inclusivity, launched our first Menopause policy and education programme and piloted a series of wellbeing sessions to support the needs of our male demographic. Our significant efforts to support the mental wellbeing of our workforce and create a psychologically safe environment for our staff to speak up if they need additional support saw us achieve a Gold award in our first year of participating in the MIND Workplace Wellbeing Index. We are proud of the infrastructure we have created which allows us to continue our focus on identifying practical and relevant solutions which support an environment where the best versions of self, ideas and experiences are advancing innovation and accelerating growth.

The following page outlines our gender pay gap information and we confirm this is a true representation of the data for the period in question.

**AMGEN**

April 2023



Chris Walker  
VP Head of Regulatory Affairs for ELMAC



Russell Abberley  
Executive Director General Manager



Kathryn Gould  
Human Resources Director



Sophie Hodges  
Finance Director

## Gender Pay Gap

This gender pay gap is an assessment of the average earnings of men and women. 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.

2022 Amgen  
Mean Pay Gap

9.47%

2022 Amgen  
Mean Bonus Gap

22.45%

2022 Amgen  
Median Pay Gap

19.12%

2022 Amgen  
Median Bonus Gap

23.67%



95.05%  
Female

Proportion of  
men and  
women who  
received a  
bonus



96.69%  
Male

## Our Pay Gap Data

In the 2022 reporting period, we saw reductions in our mean pay gap and mean and median bonus gaps in addition to a shift in favour of men in our median pay gap. These changes were influenced by a number of factors; the impact and timing of Long-Term Incentive (LTI) income (which has a greater weight in leadership roles and those with longer service), personal career choices and broader workforce changes reflected in the reporting window.

Women represented over 66% of our workforce in the UK (fulfilling 56% of leadership roles) at the time of reporting. We recognise that while women are well represented in leadership roles in our company in the UK, it is important that we continue to ensure a strong representation of men and women across all job levels – particularly at management level and above as this directly influences the gender pay gap.

11% of women at Amgen choose to work on a part time basis vs. less than 0.5% of men, directly influencing our bonus gap.

## Population by Pay Quartiles

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

### Upper Quartile



### Upper Middle Quartile



### Lower Middle Quartile



### Lower Quartile



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