

Roslin<sup>CT</sup>

# RoslinCT Gender Pay Gap Report 2025



## Introduction

We are passionate about making our workplace as equal, inclusive and diverse as possible. This is not just a moral and legal obligation: we truly believe that doing so has a significant and wide-reaching benefit within our organisation.

The Equalities Act 2010 (Gender Pay Gap Information) Regulations 2017 place requirements on employers with 250 or more employees to publish specific information regarding their gender pay gap.



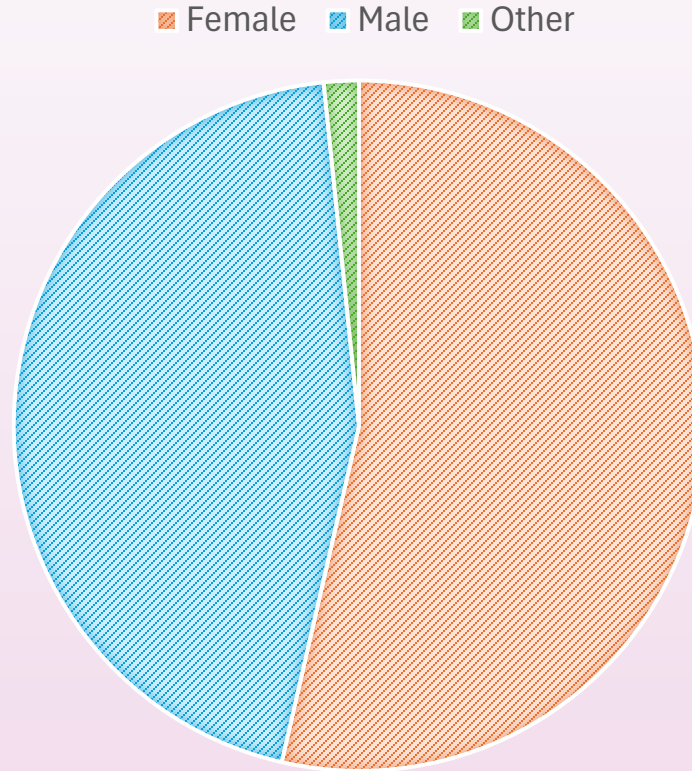
We are proud that RoslinCT has an extremely diverse workforce, and we place huge value on continuing to strive towards the most inclusive environment possible for all current and future employees.

This report details our gender data on the snapshot date of 5 April 2025 and outlines our journey towards reducing our pay gaps and ensuring a more equitable workplace for all.

# Our Workforce By Gender

RoslinCT employed 303 people as of 5th April 2025 with female employees representing 54% of the total workforce.

**% of employees within each gender category**



# Report Definitions



## Mean Gender Pay Gap

The mean gender pay gap is the percentage difference between men's and women's average hourly earnings (including bonuses), with a higher percentage indicating a larger pay gap between men and women.

The median gender pay gap is the percentage difference between men's and women's median hourly earnings (including bonuses), with a higher percentage indicating a larger pay gap between men and women.

## Median Gender Pay Gap



## Pay Quartiles

The proportion of men and women in four pay bands. The hourly pay for both men and women is arranged from the lowest to the highest – this is then divided into four quartiles (divided as evenly as possible). Then the proportion of men and women is calculated for each quartile.

The mean bonus pay gap is the percentage difference between men's and women's average bonus pay, with a higher percentage indicating a larger bonus pay gap between men and women.

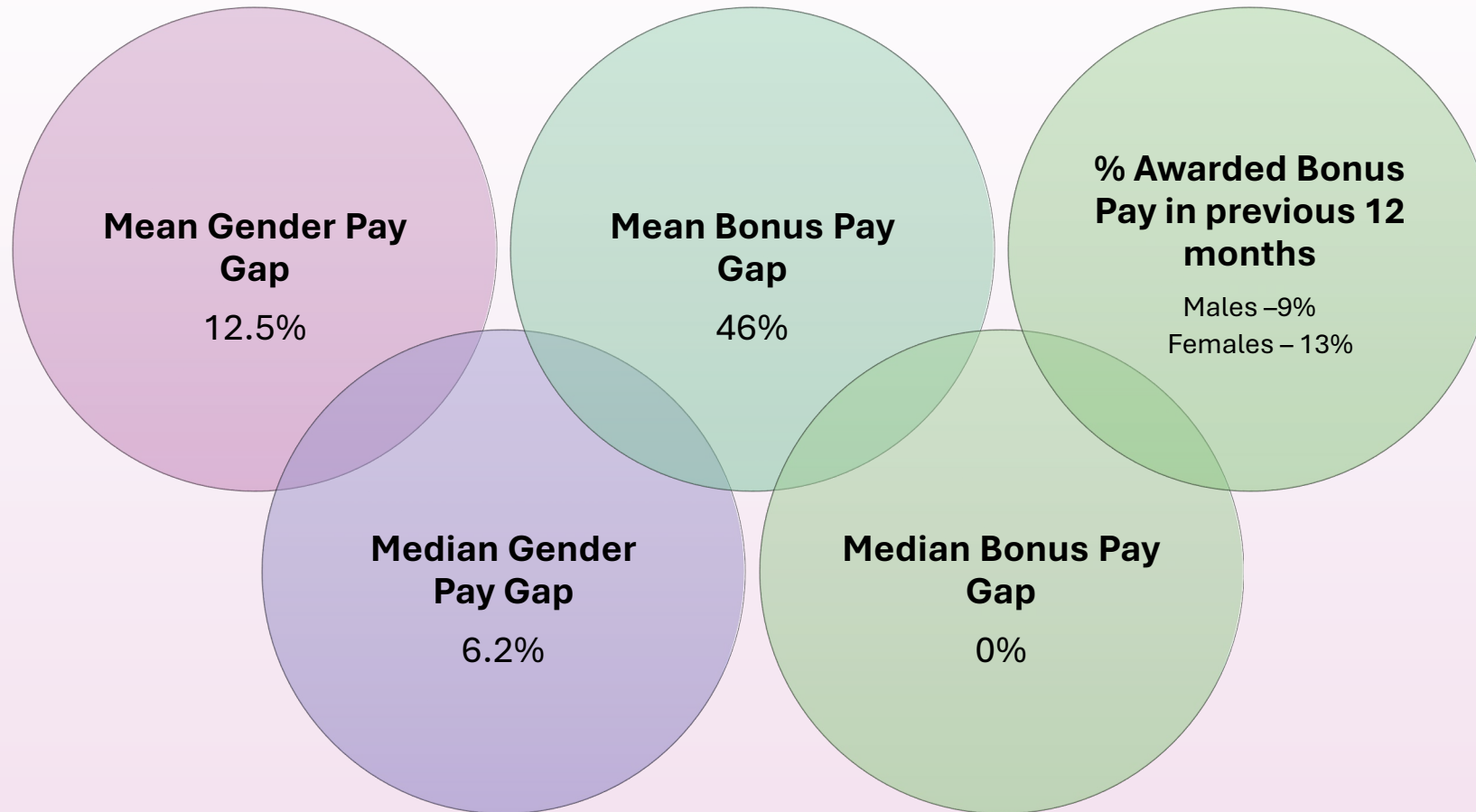
## Mean Bonus Pay Gap



## Median Bonus Pay Gap

The median bonus pay gap is the percentage difference between men's and women's median bonus pay, with a higher percentage indicating a larger bonus pay gap between men and women.

## Our Pay Gaps (2025)



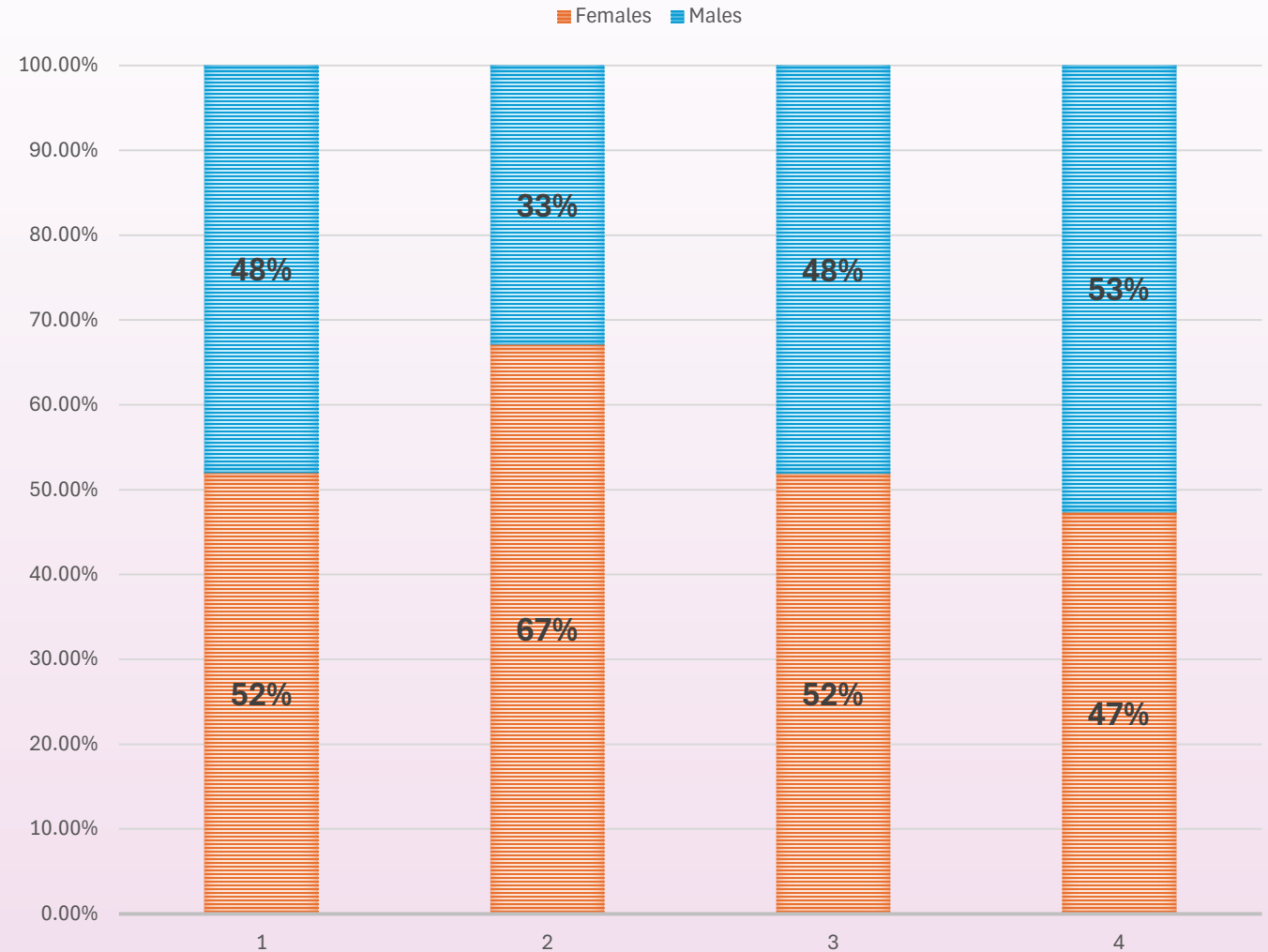
It's important to note that the gaps outlined above do not represent like-for-like comparison of people doing the same job, instead it's intended as a higher-level summary across the whole business.

# Gender Split By Pay Quartile

Pay quartiles have been established by ranking hourly pay from lowest to highest and grouping into four sets (bottom 25%; 25-50% group; 50-75% group; top 25%).

Our continued focus will be to ensure that percentage of women remains high in the higher quartiles.

We have a higher proportion of females within our lower three quartiles which indicates a higher proportion of females in more junior roles and is a contributory factor to our pay gap.



## 2025/2026 Actions

We are committed to taking all necessary actions to close the gender pay gaps within our organisation.

- This year we have established our Global DE&I which is an employee-led group focused on helping us to make our workplace as fair and equitable as possible.
- We will undertake an employee DE&I survey to establish our baseline and identify areas for improvement.
- All employees will undergo DE&I inductions and annual refresher training to ensure we have an inclusive mindset across our organisation.
- Our managers will undertake Unconscious Bias training to ensure they are aware of inherent bias and ensure that fair decisions are made on a day-to-day basis.
- We invest in the career development of all of our employees and regularly monitor the equality of opportunity is provided, regardless of gender or any other protected characteristic.
- We use our Recruitment and Selection policy and Promotions Policy to make fair, equitable and transparent hiring and promotion decisions.
- We will continue to focus on promoting the role of women and girls in science through targeted STEM engagement, with a commitment of 250 hours of STEM volunteering globally during 2025.

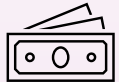
## Summary



RoslinCT is committed to investing in our people's future and ensuring equal opportunity for all.



Our workforce is majority female across all pay quartiles and our range of positive DE&I initiatives are in place to close our gender pay gaps.



Our analysis across industry shows that our mean and median pay gaps are less than similar organisations within our sector and are lower than Europe's Life Science industry in general (median at 12.3%\*) and the UK-wide median for all employers of 13.1% for 2024. However, we recognise that we have work to do to ensure complete pay equity within our organisation.



We will continue to utilise benchmarking and analysis to help reduce pay gaps and ensure our pay and DE&I strategies continue to address this gender pay gap. We are committed to this undertaking and look forward to seeing these gaps reduce in the coming years.

[\\*Source: Gender Pay Gap Snapshot 2024](#)

# Roslin<sup>CT</sup>

RoslinCT  
Edinburgh

+44 (0) 131 376 9926

RoslinCT  
Boston

1-774-341-4200

