

Roche's Gender Pay Gap Statement

Roche – Who we are

F Hoffman-La Roche Limited is the world's largest biotech company and a global pioneer in pharmaceuticals and diagnostics focused on advancing science to improve people's lives.

We have extraordinary people making all this happen. In the UK we employ more than 2,000 people of over 40 different nationalities. Diversity, inclusion and collaboration are in our DNA, which has been recognised in our UK Top Employer certification.

Roche's commitment to diversity and inclusion means that we value each person and the innovation that comes from leveraging different thinking and capabilities. We actively work to create an environment where everybody has the ability to share new ideas, collaborate to find the best solutions, and realise their potential. This includes, but is by no means limited to, corporate goals to increase the number of senior leaders who are women and striving for gender – and experience – diverse candidate pools when recruiting.

Gender Equality at Roche

This report is part of a new, and welcome, initiative by the Government which requires companies employing over 250 people in the UK to publish data showing their gender pay gap.

At Roche we are fully committed to being inclusive and it is our view that by harnessing these differences, we can create a working environment that promotes innovative thinking and passion in all that we do.

Roche¹ Gender Pay Gap – A Summary

We are pleased to report that our hourly-rate pay gaps are less than the national average. Our Roche median gender pay gap is 5.96% in comparison to the national average of 18.4%* and our Roche mean gender pay gap is 10.30% in comparison to the national average mean pay gap of 17.4%*.

What is the gender pay gap?

The **gender pay gap** is an equality measure that shows the difference in average earnings between women and men (taking into account applicable pay and bonuses).

Equal pay is different, this is the long standing principle that men and women in the UK are legally entitled to receive equal pay if they are performing equal work.

Roche **mean**
gender pay gap **10.30%**

National average **17.4%***

Roche **median**
gender pay gap **5.96%**

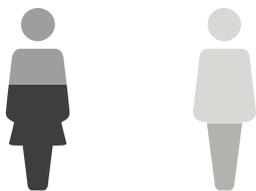
National average **18.4%***

What are mean and median?

Mean is the average, so any applicable pay/bonuses added together, and divided by the number of employees.

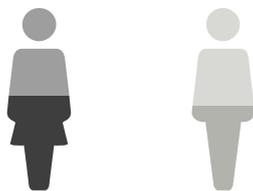
Median is the mid-point between the highest and lowest applicable pay or bonuses.

Proportion of males and females in the upper middle pay quartile



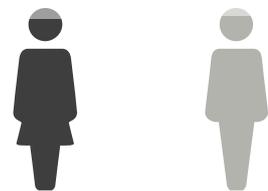
61.31% **38.69%**

Proportion of males and females in the upper pay quartile



55.39% **44.61%**

Proportion of males and females receiving a bonus payment



93.79% **91.26%**

KEY ● Female ● Male

What are quartiles?

Quartiles show the gender distribution across the overall pay range. They are calculated by dividing the pay range into four equally sized groups covering all employees and calculating the percentage of men and women in each group.

¹All data has been compiled and reported on in accordance with statutory requirements for the two Roche legal entities that are subject to these regulations.

*Annual Survey of Hours and Earnings from the Office of National Statistics (provisional results published November 2017)

Our Gender Pay Gap

Roche fully endorses the need to eliminate the gender pay gap within the workplace and recognises the important part that employers have to play in increasing pay transparency. We are proud of our Roche figures, we have a good gender balance at all levels of the organisation...

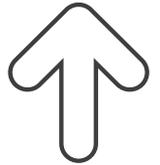
55%
of our highest
paid employees
are female.



**More
than 90%**
of our total
employees
received a bonus...



**...and of
these,**
slightly more women
than men were in receipt
of a bonus payment.

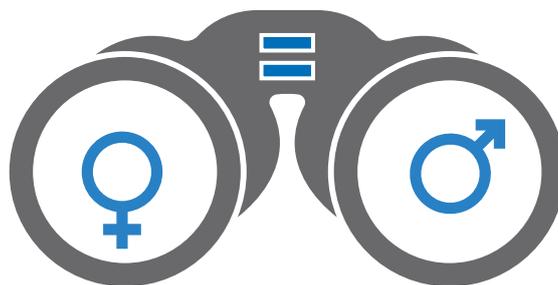


Looking forward: 2018 and beyond

Whilst recognising that this is a long-term objective that we can all play our part in, Roche is actively committed to making progress and improving gender equality within our business even further in the future. We will be holding discussions and proposing a number of further initiatives in the coming months in order to work towards achieving our aim.

Our approach to business is underpinned by our belief that all individuals should be treated fairly and have access to equal opportunities regardless of their status. We continually seek to promote equality by welcoming diversity, removing barriers, eliminating discrimination, ensuring inclusion, equal opportunity and access for all groups of people. Equality for all of our workforce is a key ambition for our business.

We have already assigned dedicated resource to undertake further analysis of the statistical gender pay information collated. We recently held a bespoke workshop for members of our local HR teams. This was an opportunity to share our gender equality and pay knowledge, raise awareness of all of the different work going on throughout our business and agree future initiatives that we will focus on in the coming months, as we work towards achieving greater gender equality within our business.

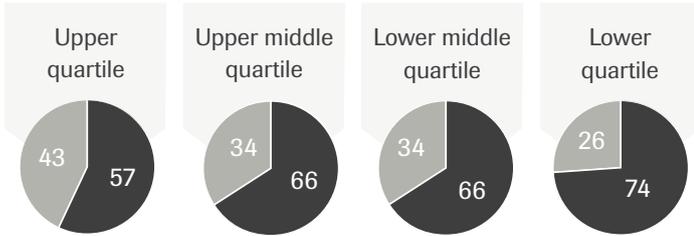


Statutory disclosures

Roche has two legal entities in the UK which meet the criteria for mandatory publication set out in the gender pay gap regulations (over 250 UK employees). Accordingly, we set out below the required statutory disclosures for these two companies.

Roche Products Limited

Breakdown of pay quartiles by gender (%)



Proportion of men and women receiving a bonus payment

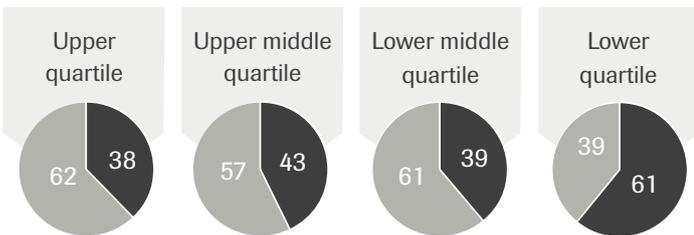


Gender pay gap	
Mean	11.99%
Median	10.57%

Gender bonus gap	
Mean	25.02%
Median	25.54%

Roche Diagnostics Limited

Breakdown of pay quartiles by gender (%)



Proportion of men and women receiving a bonus payment



Gender pay gap	
Mean	14.62%
Median	5.61%

Gender bonus gap	
Mean	19.29%
Median	7.36%

KEY ● Female ● Male

We confirm that the content of this report is true to the best of our knowledge and belief.

Richard Erwin
General Manager
Roche Products Limited

Geoff Twist
General Manager
Roche Diagnostics Limited