

Roche's Gender Pay Gap Statement 2018

Roche – Who we are

F. Hoffmann-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 2,100 people of over 53 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 female senior leaders and striving for gender – and experience – diverse candidate pools when recruiting.

Our commitment on gender pay

We are committed to being inclusive. We know that by harnessing people’s differences, we can create a working environment that promotes innovative and creative thinking in all that we do.

As this report demonstrates, our gender pay gap has reduced slightly compared with last year, and is significantly better than the national average, but we know there is more to do which is why we highlight the steps we are taking to further close the gap.

Roche¹ Gender Pay Gap 2018 – A Summary

In the year to April 2018, our gender pay gap decreased and is significantly below the reported national average. Our Roche median gender pay gap is 2.70% in comparison to the national average of 11.8% and our Roche mean gender pay gap is 8.14% in comparison to the national average of 14.3%.

What is the gender pay gap?

The **gender pay gap** is a 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
 2017: 10.30%
 2018: **8.14%**

National average for 2018 **14.3%***

Roche **median** gender pay gap
 2017: 5.96%
 2018: **2.70%**

National average for 2018 **11.8%***

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%



39%

Proportion of males and females in the upper pay quartile



58%



42%

Proportion of males and females receiving a bonus payment



95.65%



94.68%

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.

*The Gender Pay Gap from the House of Commons Library Briefing Paper (published November 2018)

Our Gender Pay Gap

Roche fully endorses the need to confront 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...

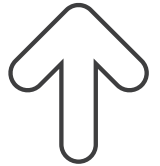
58%
of our highest paid employees are female.



Almost all of our employees received a bonus...



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



Looking forward: 2019 and beyond

We know that tackling the gender pay gap will take time, and 2018 was a year in which Roche has made good progress towards becoming an even fairer and more diverse workplace. Improving gender diversity across our organisation is an objective that really matters to us as a business.

Our approach is underpinned by our belief that all individuals should be treated fairly and have access to equal opportunities. We welcome diversity, removing barriers and discrimination, and ensure equal opportunities for all of our workforce. This is a key passion for us, because it's who we are.

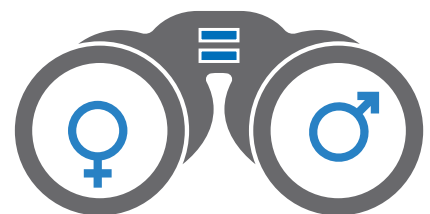
We have seen tangible improvement this year in lowering our gender pay gap, particularly our median pay gap which has reduced to 2.7% compared with the national average of 11.8%. We were also delighted to receive the workingmums.co.uk Talent Attraction Award 2018 for our commitment to improving our diversity and reaching out to different communities to improve our talent pool.

However, we recognise there is more to do, so we will continue to do what we can to ensure there is no bias in the recruitment, development and retention of people at Roche, as well as aiming for more female representation in our most senior roles.

We have continued our commitment to diversity and inclusion (D&I) by establishing a D&I Ambassador network which includes representatives from across the business.

Alongside that, we have completed a review of our parental leave policies to ensure that remain fair and equitable for both women and men.

In the next year, we will hold an independent audit of our selection process to ensure non-discrimination, continue to promote Roche through a wide range of different recruitment channels to ensure diverse candidates, and, raise awareness across the business of the good work being undertaken so we can encourage referrals and ensure that success continues in to the future.

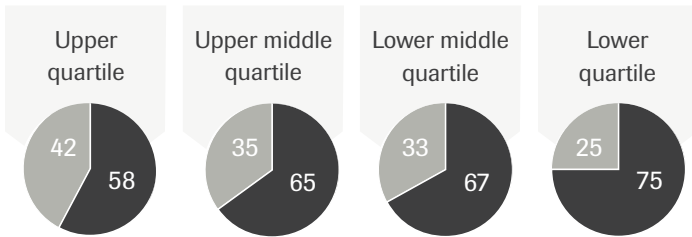


Statutory disclosures

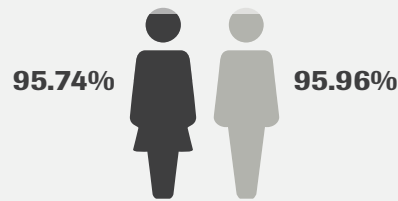
Roche has two legal entities in the UK which meet the criteria for mandatory publication set out in the gender pay gap regulations (over 250 UK employees). Accordingly, we set out below the required statutory disclosures for these two companies.

Roche Products Limited

Breakdown of pay quartiles by gender (%)



Proportion of men and women receiving a bonus payment

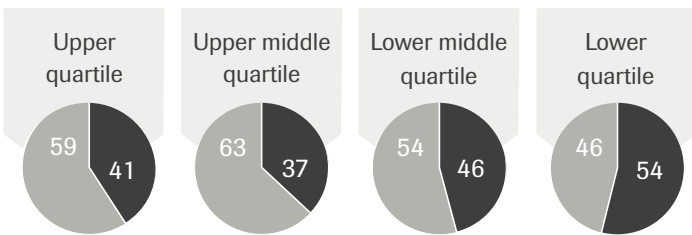


Gender pay gap	
Mean	11.30%
Median	9.54%

Gender bonus gap	
Mean	24.10%
Median	22.80%

Roche Diagnostics Limited

Breakdown of pay quartiles by gender (%)



Proportion of men and women receiving a bonus payment



Gender pay gap	
Mean	10.33%
Median	6.08%

Gender bonus gap	
Mean	14.88%
Median	12.69%

KEY ● Female ● Male

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

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