



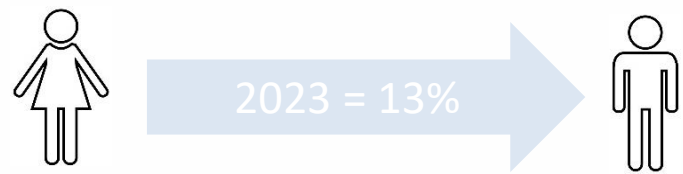
# Understanding Piramal's UK Pay Gap

At Piramal we are committed to building a diverse and inclusive workplace where employees and prospective employees experience a sense of belonging, fairness, equality and respect. Fostering an environment where individuals have the opportunities to develop and grow and build a successful career whilst impacting the lives of millions. It is important to Piramal that all colleagues and visitors feel openly welcomed and empowered to be their true selves every single day. Reducing our gender pay gap and increasing the representation and opportunities available for women at all levels of our business both within the site and globally remains a core focus. In this report we are providing our data for Morpeth and Grangemouth sites. Details for 2023 are set out below:

## Piramal median hourly pay difference



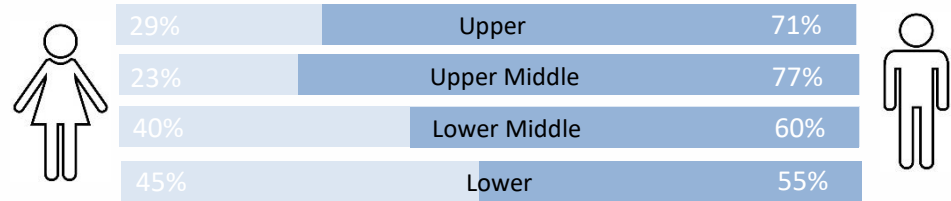
## Piramal mean hourly pay difference



## Gender Population by Pay Quartile

The regulations require that we split our relevant paid employees into four equal quartiles, this shows the gender distribution for each quartile.

Across the last 12 months we have employed more females in critical roles within our business particularly across the Lower Middle and Lower Quartile ranges, as we continue to encourage and empower females working within the Manufacturing and Scientific space.



## Proportion of Male and Female employees who received a bonus payment:



0%

The low figures relates to the payment of bonuses for our Global Business Development Team and Global Regional Executives who are paid through the UK payroll. This is made of two employees both of which are male.



0.48%

### Piramal Median Bonus Gap



2023 = 100%



### Piramal Mean Bonus Gap



2023 = 100%



## How will Piramal close the Gap?..

We're committed to being a diverse and inclusive employer by addressing our gender pay gap. We've detailed some of the steps we are taking to address diversity, inclusion, belonging and accessibility across Piramal Pharma Solutions below:

- To become an Employer of Choice, which will aid attraction and recruitment of a diverse population.
- Developed Career Path Opportunities and Talent Plans across all areas of the business, identifying the key and critical job roles and building Development Plans for all high-potential employees.
- Supporting STEM activities within local schools and communities to increase knowledge of our industry and attract more females into the industry, with a key focus on Women in Science and Engineering sectors.
- Continuing to educate and build awareness with regards to the importance of diversity and inclusion across all our employees by the introduction of a updated DIBA policy and guidelines.
- Enabling Leaders and Managers with the tools and knowledge to coach and develop their teams, and individuals with an appreciation of all diversities and styles.
- Further development and enhancement of family friendly policies to encourage retention of employees, offering flexible working opportunities.
- Offering Apprenticeship and Graduate Opportunities that promote a long-term career with Piramal and a Grow your Own principles to celebrate the successes of our employees.
- Promotion of Piramal Rx, our Wellness Calendar with a focus on physical, mental and financial wellness, including menopause awareness.

I confirm that this information is accurate.

**Samantha Bennett**  
Acting Site HR Lead