



# Gender Pay Report 2024

# A message from Emma Busby, Chief Operating Officer

“ *At CHASE, we remain firmly committed to creating an inclusive and diverse workplace that empowers all employees to thrive while driving innovation and excellence in the pharmaceutical, medtech, and biotech sectors. Addressing the gender pay gap is not just a regulatory requirement but a reflection of our dedication to equality and fairness across all levels of our organisation.* ”

This report highlights our progress in narrowing the gender pay gap in 2024. It provides an overview of our workforce composition, pay data, and bonuses, reinforcing our commitment to meeting and exceeding industry benchmarks for equity and inclusion.

Most CHASE employees work on client projects, meaning their salary and bonus levels are driven by our client's specific objectives and targets. **82%** of CHASE employees work on client projects, and **18%** are core employees, where CHASE has more direct control over remuneration. We are pleased to say that the pay gap between comparable roles for these core employees is zero or slightly in favour of females.

Unconscious biases can perpetuate inequality, and we ensure managers have the knowledge and skills to appraise individuals' performance fairly while ensuring representation and visibility at all business levels.

We are pleased to note that **33%** of the board's executive directors are female, **4 of the 10 highest earners** are female, and 8 of the top 20 highest earners are female.



# Pay gap

## Hourly Pay Data

The hourly pay data for 2024 highlights a **14.4% mean\* pay gap** and an **18.6% median\* pay gap** in favour of men. While these figures reflect a positive reduction compared to previous years, they also underscore the structural challenges within our overall workforce composition.

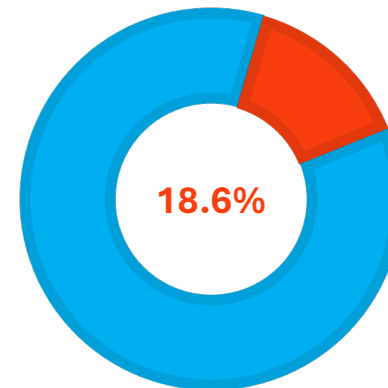
Our analysis indicates that the gender pay gap is influenced by the high proportion of female employees in nursing roles, a historically undervalued and lower-paid occupation. This disproportionately skews our statistics despite our efforts to ensure pay equity for comparable roles.

However, we are also pleased to note that 4 of the top 10 earning employees and 8 of the top 20 earning employees in the snapshot period were female.

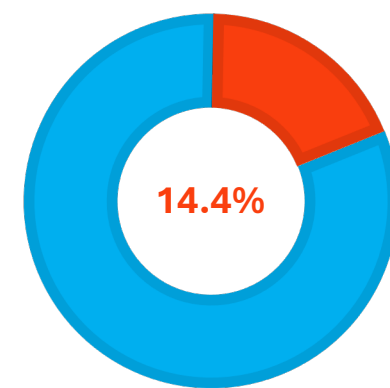
*\*The mean is the average of all earnings or bonuses. The median is the middle point of earnings or bonuses when individual recipients are sorted from high to low.*

2024	Hourly pay
Male mean	£ 29.35
Male median	£ 27.92
Female mean	£ 25.11
Female median	£ 22.72

PAYGAP % MEAN



PAYGAP % MEDIAN



# Bonus gap

The gender bonus pay data reveals a 10.7% mean bonus gap in favour of women and a 4.1% median bonus gap in favour of men. This reflects our commitment to rewarding high performance equitably.

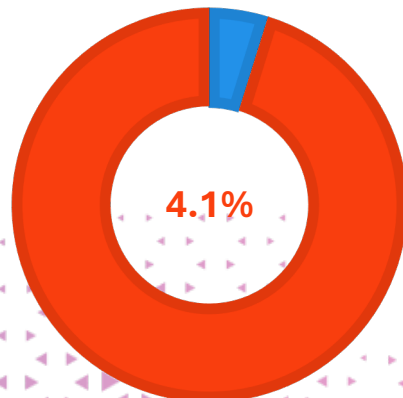
A noteworthy highlight is that 71% of male employees and 60.3% of female employees received a bonus during the snapshot period.

## Difference between men and women

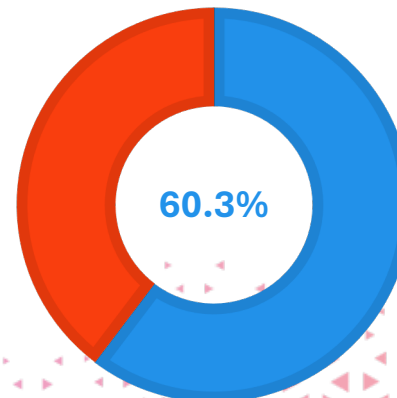


	2024
Bonuses men mean	£6,792
Bonuses men median	£3,857
Bonuses women mean	£7,167
Bonuses women median	£3,700

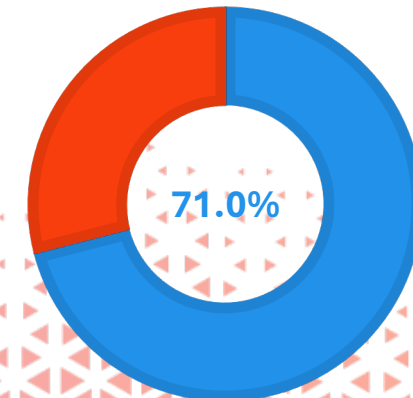
BONUS GAP % MEDIAN



BONUSES % FEMALE



BONUSES % MALE

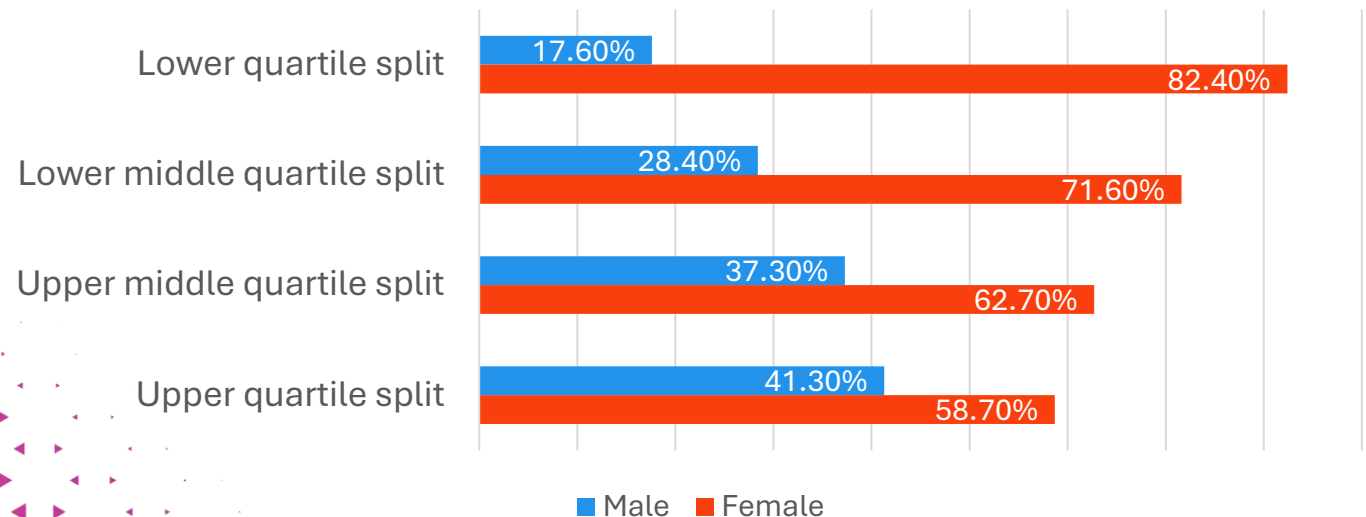


# Our Quartiles

Our workforce remains predominantly female at **68.7%**, with nurses comprising a large segment. While this figure impacts our overall pay gap data, **removing nursing roles results in a 60/40 female-to-male workforce**, reflecting a more balanced team.

The mix of males and females at different pay levels within our business reflects that we attract and retain females at all levels of the organisation.

Our focus remains on ensuring representation in leadership and higher-paid roles while addressing imbalances across all pay quartiles.



# Declaration

The gender pay gap measures the difference in the average earnings of men and women within an organisation, regardless of their roles. Unlike equal pay, which examines pay parity for similar work, the gender pay gap reflects structural differences in workforce composition and pay distribution.

Under the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, organisations with over 250 employees are required to report their gender pay gap annually.

At CHASE, we view the gender pay gap as an opportunity for continuous improvement rather than a simple measure of compliance. By prioritising diversity and inclusion, we not only position ourselves as industry leaders but also foster a workplace culture that attracts and retains top talent.

I confirm that the information in this report is accurate and has been calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Danny McCormick,**

Chief Financial Officer  
CHASE