

 2020

Gender Pay Gap Report

Putting people first

Despite an incredibly challenging year for everyone, we have continued to focus and deliver on our vision of improving human and animal health and importantly, prioritise our people in every decision we make when achieving this. This year it has been more important than ever to ensure the way we work is firmly aligned to our values of trust, respect, empathy and passion. This commitment to putting our people first has resulted in us achieving the Top Employer's Certification for the first time. We are very proud of this and aim to use the measurement to help us improve in all areas of our people practice, including Diversity & Inclusion (D&I). We have continued to focus our efforts on building a culture where all voices are heard and everyone has equal opportunity to thrive.

Overall, our gender pay gap has fallen again this year and the numbers of females holding leadership team positions continues to increase.

Reporting for two legal units

This Gender Pay Gap report is based on snapshot data from 5 April 2020.

We are reporting on two legal units as outlined below, following the establishment in October 2018 of two employing entities in the UK:

- Boehringer Ingelheim Ltd (BI Ltd) comprises our Human Pharma medical and commercial roles, and supporting functions which include Communications, HR, Legal & Compliance and Finance & Administration.
- Boehringer Ingelheim Animal Health UK Ltd (BI AH UK Ltd) comprises colleagues from BI AH Commercial organisations and those based in our Animal Health vaccine manufacturing site in Pirbright, Surrey.

Due to the significant changes in 2018, moving us from one legal entity in the UK to two legal entities, direct comparisons are only available against last year's data. We can see that in this one year of reporting we have made some favourable advances overall. Our gender pay gap remains below the UK national average but is still higher than we would like.

It is useful to remind ourselves that the gender pay gap is different to equal pay reporting. Gender pay gap reporting is designed to highlight the difference in the average pay between all men and women in a workforce, regardless of role. This is not the same as equal pay, which looks into pay variance between men and women in similar roles. We are committed to paying equal pay for equal work, and have processes in place to facilitate this.



Changing for the future

This year we have made a number of improvements and advancements including the launch of regular pulse surveys to listen, engage with and act upon feedback from our colleagues in a timely manner. We also launched our D&I Forum, led by our Country Managing Director with representatives from across our business joining as active members. We also successfully ran a range of diversity initiatives, led by colleagues, for colleagues. We saw continued practical enhancements to our recruitment processes, including the introduction of a more robust manager training process at the start of the hiring process and, just recently, we launched our artificially intelligent language decoder for use on our role profiles and advertisements. We are also seeing a larger voluntary uptake of our unconscious bias training which shows a culture of positive engagement, rather than compliance.

We are already committed to:

1. Applying our global and local D&I strategy, including the setting of aspirational goals to continue building a diverse organisation at all levels.
2. Developing a sustainable culture of active inclusion, with a shared understanding of the expectations of how we behave.
3. Using our D&I Forum to prioritise our actions. One key step is to get a clear measure of the diversity dimensions in our organisation and how colleagues view us with a lens of inclusion.

There has never been a more exciting time to work at Boehringer Ingelheim as we continue to work passionately on our D&I agenda.

We can confirm that the data is accurate as of the snapshot date of 5th April 2020 in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Uday Bose

Country Managing Director,
Boehringer Ingelheim
UK & Ireland



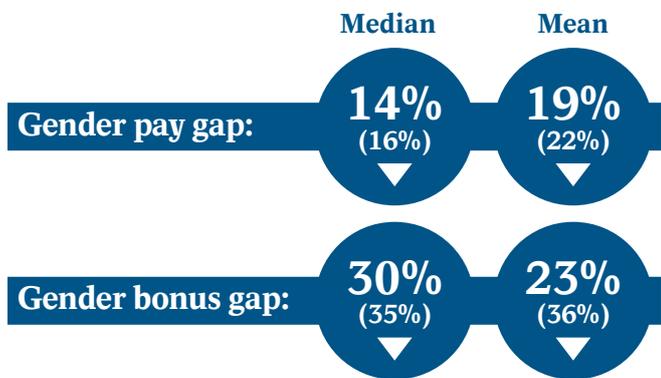
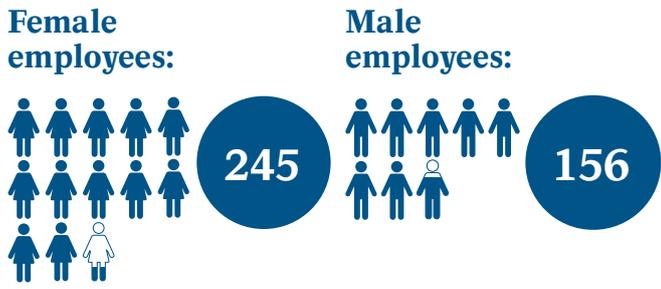
Mikko Majasaari

Human Resources Director,
Boehringer Ingelheim
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Our gender pay gap

The gender pay gap figures below relate to information taken on the snapshot date of 5 April 2020.

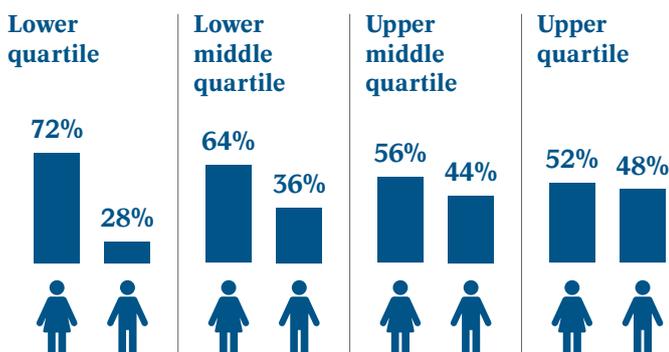
BI Limited One figure = 20 employees



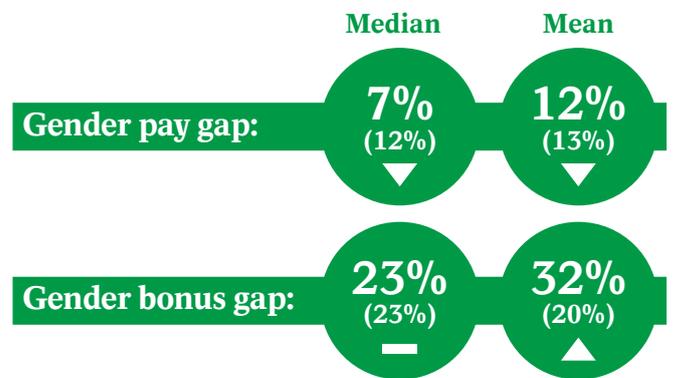
2019 figures shown in brackets

Pay quartiles:

Proportion of female and male employees in each salary quartile



BI Animal Health One figure = 20 employees



2019 figures shown in brackets

Pay quartiles:

Proportion of female and male employees in each salary quartile

