

# 2018 UK Gender Pay Report



## ABOUT THE REPORT

Legislation introduced in April 2017 requires UK employers with more than 250 employees to publicly disclose their gender pay gap. The information in this report relates only to Mylan colleagues who were employed by Generics [UK] Ltd. as of 5 April 2018.

The **gender pay gap** is a measure of the difference in average pay between men and women across all levels of seniority in an organisation. It is not the same as **equal pay**, which is used to describe what women and men are paid for the same or similar roles.

## KEY HIGHLIGHTS FROM 2018

- -5.4% reduction in the mean gender pay gap from 29.7% to 24.3%
- 3.6% increase of women in the top quartile from 39.3% to 42.9%
- -7.1% reduction of women in the bottom quartile from 79.0% to 71.9%

These figures show that we are moving towards a greater balance in the lower quartile compared to 2017 in roles that are typically held by employees who are early in their careers.

**At Mylan, our employees know that, regardless of their roles, they are all doing their part to provide the world's 7 billion people access to affordable, high quality medicine.** We believe a diverse workforce that reflects the communities we aim to serve is one of our greatest strengths in delivering better health for a better world. This is why we are committed to attracting and retaining talent who can help us break down barriers to medication for people everywhere.

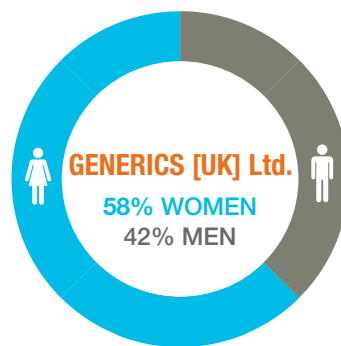
## A CHAMPION FOR BETTER HEALTH

Mylan, a global pharmaceutical company, maintains a leading portfolio of high quality medicines across a variety of therapeutic areas.

In the UK, we have evolved into a diversified healthcare company where some of our medicines have been helping patients for more than 50 years.

We support an expanding portfolio of more than 500 generic, branded, biosimilars, over-the-counter and antiretroviral medicines.

With a dedicated workforce of nearly 450 in the UK, more than 250 people are employed under the legal entity Generics [UK] Ltd.



Our office in Hatfield, Hertfordshire is home to those working in roles ranging from regulatory affairs and pharmacovigilance to business support and quality functions and we are proud to serve as a hub for our many global colleagues.

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Mylan's approach to measuring and rewarding performance is applied fairly and equitably across the organisation. We utilise variable pay structures that are closely aligned to roles and performance. Our pay-for-performance approach rewards operational and individual achievements, and gives strong performers an opportunity for greater compensation.

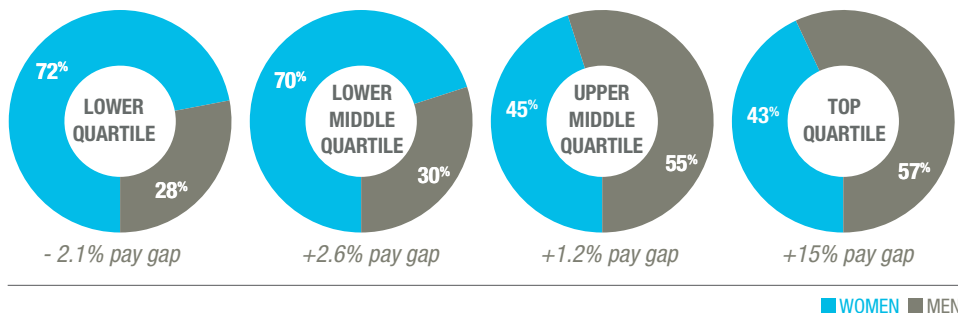
At Mylan, pay and bonus potential increase with a role's responsibilities and scope. Three factors contribute to the pay gap at the time of this report: Mylan employs several senior male global executives in the UK whose data is included in these statistics; there is a higher proportion of women in administrative and support functions; and we employ many women early in their careers – roles that typically fall in the lower half of our pay quartiles.

PAY & BONUS PAY GAP	MEDIAN	MEAN
HOURLY PAY	+24.1%	+24.3%
2017 BONUS	+49.5%	+36%

Results indicate that the median and mean hourly pay and bonus are lower for women.

## EMPLOYEE POPULATION BY PAY QUARTILE

The chart below shows the percentage of men and women in each quartile and highlights the marginal differences in pay apart from the top quartile, where our UK-based senior male global executives are employed by Generics [UK] Ltd.



## EMPLOYEES RECEIVING A 2017 BONUS

All Generics [UK] Ltd employees are eligible to participate in Mylan's discretionary bonus programme, and the criteria for awarding bonus is applied to all eligible employees in the same way, regardless of gender.



Our people are our greatest asset and we strive to create a positive work environment where they can achieve their full potential. Regardless of gender, we aim to have the right people in the right roles so we can continue to expand access to high quality medicine.

- > The **median** is the middle value. It is the midpoint between the lowest and highest paid employee.
- > The **mean** is the average value. It is the total sum divided by the number of employees.

## OUR COMMITMENT

**Mylan is an equal opportunity employer and selects the best applicants regardless of gender.**

The company pays market-based salaries that reflect the type of position, level of responsibilities and nature of experience, educational background and other related factors, as appropriate. We are committed to:

- providing employees with the appropriate tools, training and coaching to enable them to develop and flourish in their careers at Mylan;
- working closely with managers to enhance their skills to ensure opportunities for roles and development are available to all equally;
- encouraging employees to take charge of their individual development plans so they reflect their career aspirations and enable opportunities for professional progression; and
- operating under fair and transparent recruitment and promotion practices.

We confirm that the information provided in this report is accurate and in compliance with mandatory requirements.

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for a Better World™

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