

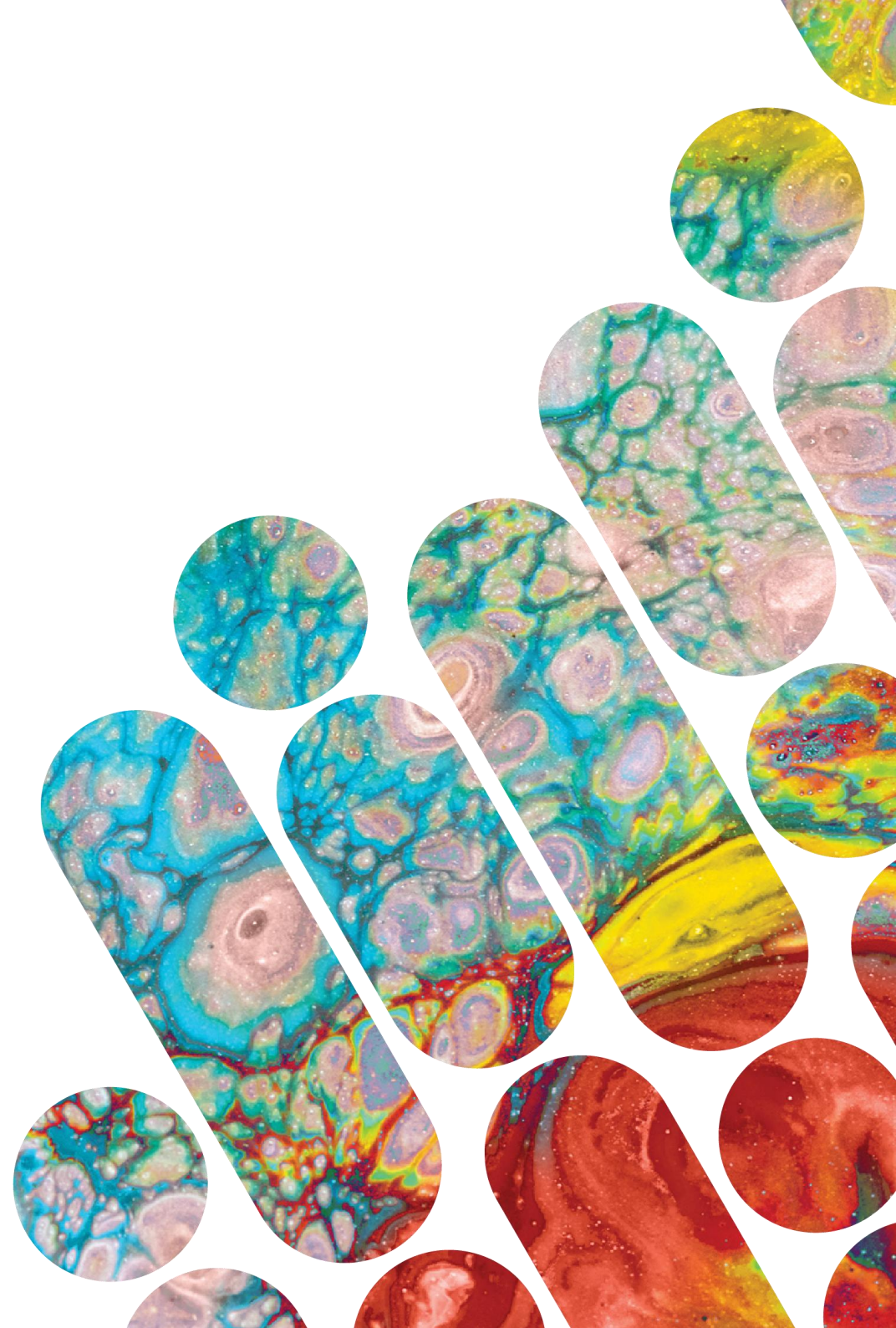


# GENDER PAY GAP REPORT

Amiculum Business Services Ltd

April 2025 data

SCIENCE THAT SPEAKS VOLUMES





# Introduction

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I'm proud to introduce Amiculum's first Gender Pay Gap Report. This marks an important milestone for us, not only in terms of our growth, but in our ongoing commitment to transparency, equity, and inclusion. We strive to be a supportive employer for everyone and deeply value the contributions all our employees make to our business. Our goal is for both women and men to thrive and feel equally valued.

As of 5 April 2025, we reached over 250 UK-based team members, requiring us to report our gender pay gap data under UK legislation. This report represents our first formal submission, and I want to acknowledge the significance of this moment for our company and our culture.

The data presented in this report have been compiled in accordance with the UK Government's gender pay gap reporting requirements. I confirm that the figures and information provided are accurate as of the snapshot date of 5 April 2025.

While this is our first report, it will not be our last. We see this as the beginning of a longer journey, one that involves listening, learning, and taking meaningful action to ensure that *everyone* at Amiculum has an equal opportunity to thrive.

Thank you for taking the time to read our report.

Warm regards

JENNY PUTIN, Co-Founder

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**Amiculum**<sup>®</sup>

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## WHAT IS THE GENDER PAY GAP?

The gender pay gap is a measure of the difference between the average hourly pay of women and men across a whole organization

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A gender pay gap can exist even when equal pay is observed – often due to differences in the types of roles women and men hold, or their representation at different levels of seniority

It reflects how pay is distributed across all roles and levels, rather than whether individuals are being paid equally for the same work

## WHAT IS MEANT BY EQUAL PAY?

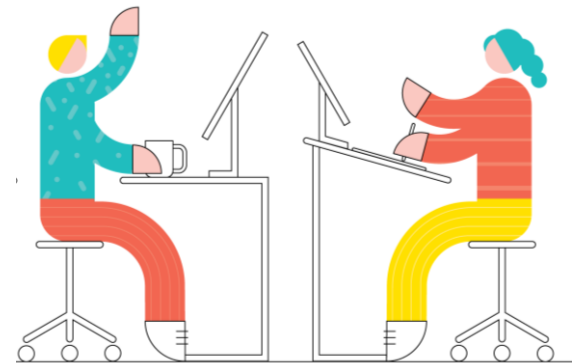
It's important to distinguish the gender pay gap from equal pay

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Equal pay means that women and men must, by law, be paid the same for doing equivalent work

Employees in the same role may be paid differently based on objective factors such as experience, qualifications or skills. This is lawful and distinct from gender-based pay inequality

At Amiculum, we regularly review our pay practices to ensure compliance with equal pay legislation. We are confident that there are no issues in this regard





## MEAN PAY

This is the difference between the average hourly pay of men and women in the company in the UK

It is calculated by adding all hourly pay rates for each gender and dividing by the number of employees of that gender

## MEDIAN PAY

This is the difference between the middle hourly pay rate for men and the middle hourly pay rate for women when all employees are listed from lowest to highest paid

It gives a better indication of typical pay and is less affected by salaries at the upper or lower ends of the range

How is the  
gender  
pay gap  
measured?

## PAY QUARTILES

Pay quartiles divide the workforce into four equal parts based on hourly pay, from lowest to highest

The percentage of men and women in each quartile helps show how pay is distributed across the business and highlights representation at different pay levels

## BONUS PAY

The percentage of men and women who receive bonus pay within the last 12 months, and the mean and median gender pay gap for bonus pay

## THE GENDER DISTRIBUTION OF OUR TEAM MEMBERS

On 5 April 2025, Amiculum had  
**251 full pay relevant team members**

Based in the UK



The **median** hourly pay gap was

**10.38%**

The **mean** hourly pay gap was

**5.92%**

The **median** bonus pay gap was

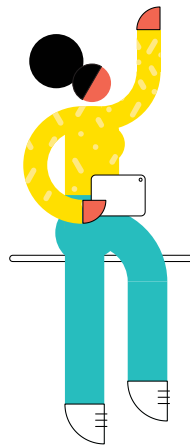
**9.19%**

The **mean** bonus pay gap was

**10.08%**

### HOURLY PAY

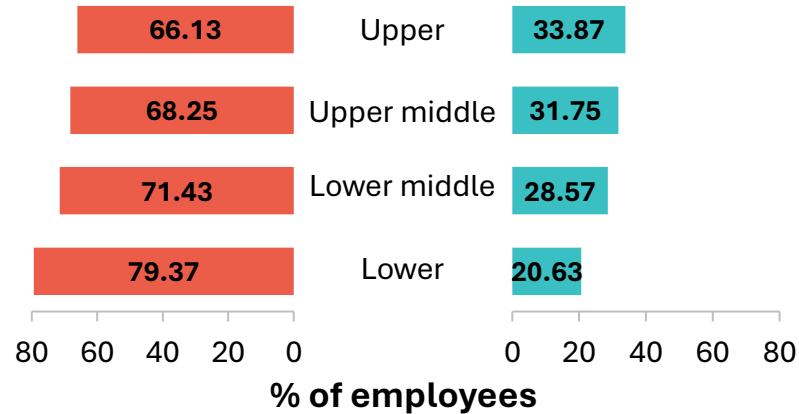
Median £24.77  
Mean £30.81



### BONUS PAY

Median £5375.00  
Mean £6971.79

### QUARTILES



### BONUS

### HOURLY PAY

Median £27.64  
Mean £32.74



### BONUS PAY

Median £5919.00  
Mean £7753.49

**86.4%**  
Received

**87.8%**  
Received

# Understanding our pay gap

Amiculum employs over **70% women**, however men are more highly represented in higher-paying roles, while being a minority in the workforce. Overall, women's representation declines somewhat as pay levels increase, creating an imbalance in how earnings are distributed across genders. Length of service also plays a role in these differences, as Amiculum has a high proportion of men staying with the company for longer and team members with greater length of service are typically found in higher-paying roles. **This trend means that, while women make up the majority of our workforce, men's longer average service contributes to their higher representation in senior and often better-remunerated positions**

At the snapshot date in April 2025, our trainee and early-career roles were predominantly held by women, with all early-career medical writer positions filled by women. **This strong representation of women in entry-level roles is a positive sign of our ability to attract talented women candidates at the start of their careers.** Because these roles naturally sit at the lower end of our pay structure, this dynamic influences our overall gender pay gap. We see this as a real strength in our talent pipeline, as it shows women are joining Amiculum in significant numbers and building the foundation for progression into more senior roles

Within our client partnership teams, the gender pay gap is considerably smaller, and the representation of women and men across each pay quartile more closely reflects our overall gender distribution

**More than 25% of women employed at Amiculum at all levels work part time, compared to less than 5% of men.** This difference in working patterns may play a role in our gender pay gap and remains an area we aim to better understand

Within our IT and digital functions, the gender pay gap is wider, with men more highly represented at all levels, particularly in higher-paid roles. **IT and digital roles remain male-dominated across industry, which contributes to the imbalance in representation and earnings.** Our analysis of the data also shows that men in our tech teams are more likely to have longer service, with all employees who have over ten years' tenure being men. **This pattern of longer tenure among men may contribute to their higher representation in senior, higher-paid positions**



**The proportion of women and men receiving bonus pay is nearly equal,** demonstrating that access to bonuses is consistent for all. The mean and median bonus pay gaps are driven by the higher concentration of men in the upper and upper-middle pay quartiles, where bonus amounts are larger as they are a percentage of salary

# Our current practices

## LEADERSHIP

Women are well represented across our business, including at the most senior levels. **Three out of four (75%) of our board members are women**, and our broader leadership and management teams all have a strong majority of women, reflecting the high proportion of women in our overall workforce. This demonstrates our commitment to building an inclusive culture where leadership opportunities are accessible to everyone

## RECRUITMENT

Amiculum has used **anonymous recruitment practices** for several years. This means that names, genders, and other personal details are hidden from recruiting teams during the hiring process, helping to eliminate unconscious bias and ensuring fairer decisions

## MENTORING

Building on the success of our 2025 pilot program, **Amiculum will launch an expanded mentoring scheme in 2026** to foster professional development and career progression for all team members. This initiative will provide structured guidance, networking opportunities, and tailored support to help individuals achieve their goals while promoting leadership diversity and equal access to growth opportunities across the organization

## BENEFITS AND SUPPORT

**We offer a range of benefits**, including access to our Employee Assistance Programme, dedicated Tommy's resources to help managers support team members through pregnancy, fertility, and related challenges, and have a fertility policy to provide additional guidance and reassurance. These initiatives reflect our commitment to creating a workplace where everyone feels supported



## FAMILY POLICIES

Amiculum offers enhanced pay at the same benefit level for all types of UK family leave, including **maternity, paternity, shared parental leave, and adoption leave**. This ensures our employees receive more than the statutory minimum during these important life stages, demonstrating our commitment to supporting families and creating an inclusive workplace. We also provide a **dedicated peer support network focused on family and home life**, including areas such as family leave, elder care, fertility, adoption and fostering

## FLEXIBLE WORKING

Flexible working is open to everyone at Amiculum. **Remote working is also well established across our teams**, while our offices continue to provide essential spaces for collaboration and connection. This **balanced approach supports inclusion, empowers individuals and helps us maintain a healthy, engaged workforce**

# Looking ahead

This first gender pay gap analysis and report marks an important milestone. With strong foundations already in place and a number of initiatives well established, we remain committed to nurturing an inclusive and equitable workplace that supports everyone. Over the next 12 months, we will continue building on this progress through:

## UNDERSTANDING

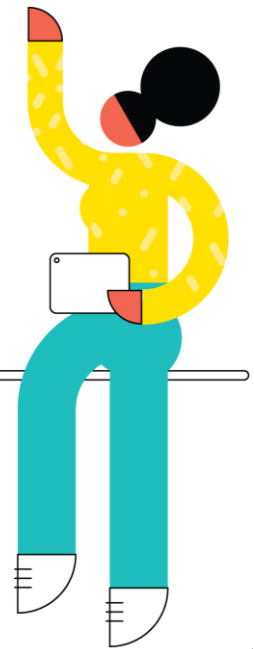
- Deepening our understanding of the underlying drivers, to identify any specific areas of concern
- Identifying actions to ensure everyone can progress at Amiculum

## PROGRESSION

- Introduce clearer role expectations and behaviours so everyone understands the skills and experiences needed to progress, supporting fair and transparent career growth
- Expand mentoring programs to support career development for everyone at Amiculum

## RECRUITMENT

- Review our recruitment processes to identify any further opportunities for inclusive hiring
- Increase awareness of inclusive practices for hiring teams





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