



Australia Gender Pay Gap Report 2023

1 April 2022 – 31 March 2023



Our Commitment

Fortrea is a leading global contract research organization (CRO) helping customers bring life-changing treatments to patients faster. With over 18,000 professionals conducting operations in more than 90 countries, Fortrea is transforming drug and device development for partners and patients across the globe.

Fortrea Australia, is currently located at two sites: Melbourne and Sydney as well as employees who work remotely.

We take pride in our exceptional, highly talented and skilled people. Our work is accomplished each day by diverse, global teams who inspire change, motivated by the lifesaving work we undertake.

We are committed to an inclusive and inspiring employee experience in which benefits-related rewards, including pay, are based on an individual's performance, skills and qualifications. We are committed to ensuring that women have the same access to training, compensation and leadership opportunities as their male colleagues, and that all staff have access to the learning and mentoring necessary to help them advance. In summary, we are focused on creating a workplace that enables every employee to develop professionally and achieve their extraordinary potential.

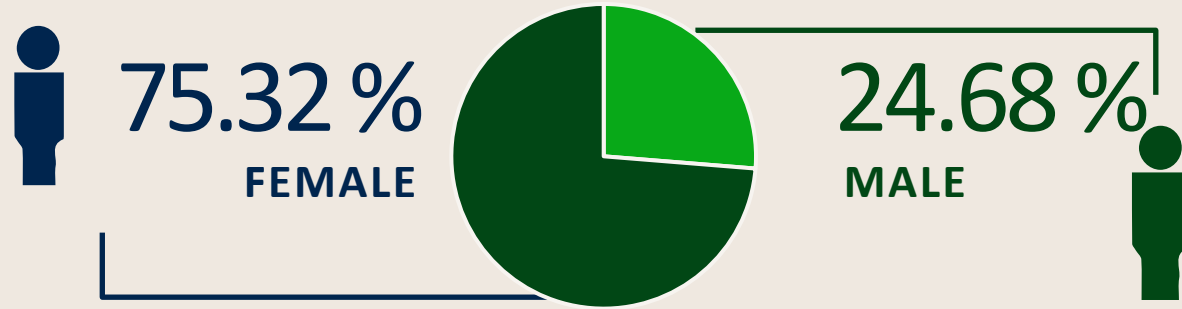


Measures of Success

GENDER BALANCE IN AUSTRALIA

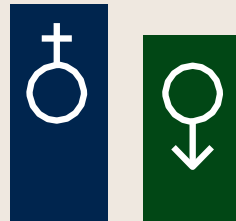
HEALTHY BALANCE

Overall, we have a good gender balance across our organisation. More than half (75.32%) of our employees are female. Advancement opportunities for female employees also are balanced, with 83.3% of 2023 promotions earned by women.



GLOBAL INCLUSION

Fortrea has its commitment to inclusion globally, highlighting to include individuals with disabilities, LGBTQ+ employees, young professionals, veteran employees etc., with its distinctive inclusion and diversity programmes and our dedication to a positive working environment for all employees.



83.3% OF PROMOTIONS have gone to females in 2023*
**April 2022- March 2023*



58.8 % OF FEMALES Have Celebrated 5 or more years of employment with Fortrea

Fortrea cultural focus on delivering excellence has been awarded



2022-2023

Gender Pay Gap Summary

DEFINITIONS

The mean is calculated by adding the ordinary pay or bonus of all women, dividing by the number of women, then doing the same for men, and making a comparison.

The median gap is calculated by taking the midpoint of the lowest and highest pay or bonus for women and the lowest and highest pay or bonus for men, and making a comparison.

Data snapshot:
15 March 2023

“Ordinary pay” includes basic pay, and allowances but does not include overtime, redundancy, termination of employment or non-monetary pay.

Bonus includes pay related to performance, incentive, commission, securities (at time of income tax charges).

GENDER PAY GAP

Mean

-1.1%

Median

1.1%

BONUS GENDER PAY GAP

Mean

52.7%

Median

29.5%

FEMALE

25.2%

MALE

38.5%

Proportion of male and female eligible for bonus – Out of 119 female employees only 30 received bonus, out of 39 male employees only 15 employees received bonus.

Proportion of Males and Females by Quartile Pay Band

Fortrea PTY LTD	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap
Female	70.3%	78.9%	67.6%	78.9%	-1.1%	1.1%	52.7%	29.5%
Male	29.7%	21.1%	32.4%	21.1%				

Continuing the Commitment

At Fortrea, our purpose is to bring solutions that bring life-changing treatments to patients faster. To succeed in delivering that purpose, we are building a “Fortrea **FOUR**” culture where we move **F**orward together; **O**wn our performance; **U**phold integrity; and **R**espect people.

Simply put, we are a people-based organization, and our ability to make a difference is based on being able to attract and retain top scientific, therapeutic, analytical and technical talent from across Australia and around the world.

We are fostering an inclusive and diverse workplace where all employees are equally valued for their unique skills, insights and experiences, and all Fortreans are empowered to achieve their extraordinary potential. As individuals we bring strength to the organization in different ways. Together those unique talents make us exceptional.

We know there is more to do, and we remain committed to addressing our gender pay gap and measuring our progress.



Angie Wagner

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Senior Director, Global Compensation