



UK Gender Pay Gap Report 2023

April 2022 – April 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 UK, is currently located at two sites in the United Kingdom: Leeds and Maidenhead.

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.



Understanding Gender Pay Gap

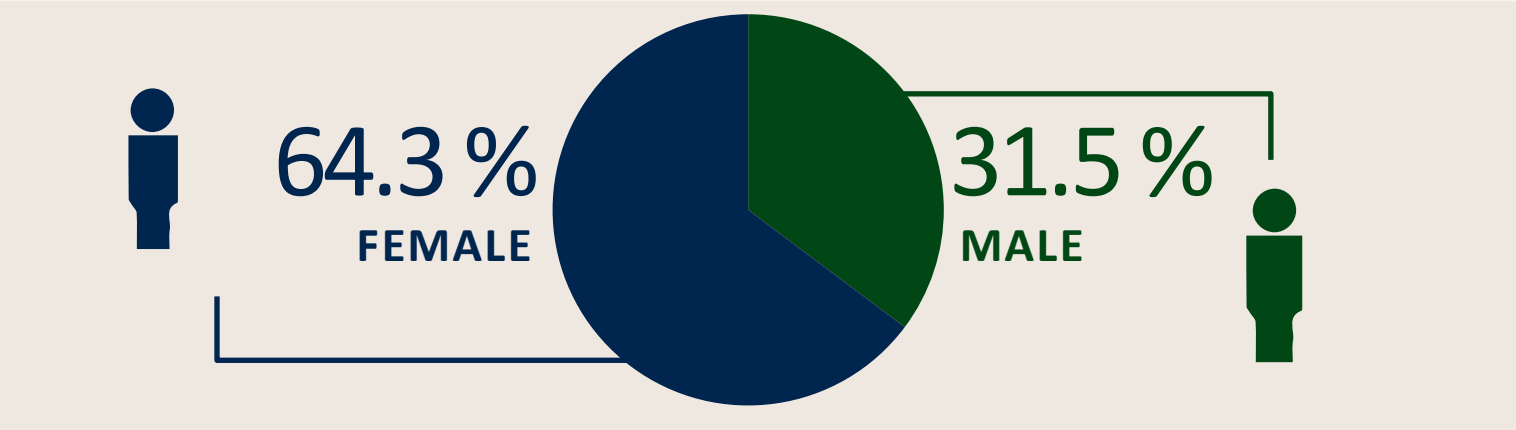
The gender pay gap shows the variance in average pay between all men and women within a workforce. Our gender pay report reflects several key contributing factors that impact our results.

While our gender mix across each pay quartile is balanced, like many companies in our industry and the broader healthcare sector, a disproportionate number of executive and sales positions are held by male employees. This imbalance plays a significant role in our gender pay gap and bonus pay gap. Additionally, more than 95.8 % of our part-time positions are held by females. Our employees have told us that this flexibility is important to them, and we remain committed to offering a variety of working arrangements. Still, part-time status impacts the bonus gap in particular, because it is calculated on actual bonus payments made rather than full-time equivalents.



Measures of Success

GENDER BALANCE IN UK

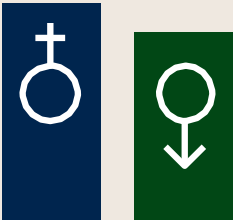


HEALTHY BALANCE

Overall, we have a good gender balance across our organisation. More than half (64.3%) of our employees are female. Advancement opportunities for female employees also are balanced, with 67.4% 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.



67.4% OF PROMOTIONS have gone to females in 2023*
*April 2022- April 2023



51.6% 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:

5 April 2022 – 2 April 2023

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

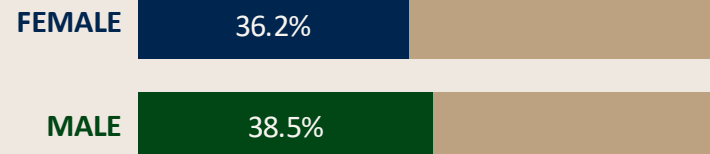
Bonus includes pay related to performance, incentive, commission, securities (at time of income tax charges).

GENDER PAY GAP

Mean	Median
16.8%	15.7%

BONUS GENDER PAY GAP

Mean	Median
17.3%	31.2%



Proportion of male and female eligible for bonus

Proportion of Males and Females by Quartile Pay Band

Overall 2022/2023 Fortrea	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap
Female	29.8%	25.4%	32.1%	44.4%	16.8%	15.7%	17.3%	31.2%
Male	70.2%	74.6%	67.9%	55.6%				

Legal Entities		Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap
Fortrea Development Limited	Female	20.6%	25.5%	32.1%	42.4%	19.1%	15.4%	22.1%	36.2%
	Male	79.4%	74.5%	67.9%	57.6%				
Fortrea Clinical Research Unit Limited	Female	36.1%	34.9%	31.0%	51.8%	18.3%	4.7%	-1.2%	14.5%
	Male	63.9%	65.1%	69.0%	48.2%				

Women's Empowerment Network (WEN)

We know that a critical aspect to closing the gender pay gap in the United Kingdom is increasing the number of women in senior, executive and sales roles. Acknowledging that we seek continuous improvement, we remain committed to taking purposeful action to create the change we want to see. Through our global Fortrea Women's Empowerment Network (WEN) Employee Resource Group (ERG) and our UK chapter programs, we are creating more pathways for women to grow professionally and achieve their career aspirations. We believe that it is essential to create an inclusive environment that respects and values the diverse skills, insights, experiences and contribution of all our employees.

WEN is Fortrea's ERG focused on women. This global, employee-led group is designed to inspire, support and provide tools that enable women to build their careers at Fortrea. The UK WEN groups encompasses members from across the region with the majority of them located in Maidenhead and Leeds.

WEN is built on a framework of four pillars: Career, Celebration, Community, and Culture, and has senior-executive sponsorship at the highest levels of our company. During 2023, the UK WEN chapter hosted a range of well attended virtual events on topics including menopause, health equity, industry trends, confidence building, empowerment, and networking. To celebrate International Women's Day, a panel of women leaders and allies sharing stories of how they have championed inclusion. The UK WEN chapter is currently reviewing and providing input into Fortrea's parental and adoption leave policies.

As most people continue to work from home, we engaged an even wider audience of colleagues virtually across the UK and the world. The WEN ERG continues to thrive with 1,186 members and 9 chapters globally.



Women's Empowerment Network (WEN)

Developing Women Leaders:

While we are proud to see that 67% of promotions were awarded to female employees, we also recognise the need to further support the advancement of women into leadership positions. Through initiatives like mentoring, development programs, networking events and monitoring our promotion processes, we support women's development and advancement.

Building Awareness:

WEN helps our women employees make connections with one another and build a support network for their development and advancement. Our involvement in International Women's Day and other celebration/ observances continue to highlight and bring awareness to women's issues.

Flexible Work Practices:

We support our employees by cultivating a flexible, modern work environment. Our employment approach includes remote working and part-time opportunities. We have helped our global teams achieve a better work-life balance with unique site benefits and wellness programmes. Our ultimate goal is to create a "boundaryless" organisation that enables all employees to contribute and realize their potential.

Finding/Cultivating Diverse Talent:

We recognise talent attraction for gender and other diverse candidates by expanding our reach beyond our normal talent pools. We conduct targeted advertising and take a deeper view into our own organisation for upcoming talent.



Training Completed by Females in the UK

Women in our organization have been actively assigned to diverse training programs aimed at enhancing their professional development and overall growth. These initiatives encompass a range of functional and soft skills training, fostering the cultivation of both technical expertise and people management skills.

April 2022 – April 2023

Type of Training	Total # of Trainings Completed	Total # of Hours Spent to Complete Training
Web Based – Client or Project	20,007	12,880
Web Based – Functional	8,103	8,419
Virtual Instructor Led (vILT) – Leadership / Soft Skills	92	126
Virtual Instructor Led (vILT) – Functional	211	392
Standard Operating Procedures (SOPs) / Policies	11,769	11,484

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 the United Kingdom 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