



# UK Gender Pay Gap Report 2024

April 2023 – April 2024



# Our Commitment

Fortrea is a leading global contract research organization (CRO) helping customers bring life-changing treatments to patients faster. With approximately 15,500 professionals conducting operations in approximately 100 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 in the UK 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.



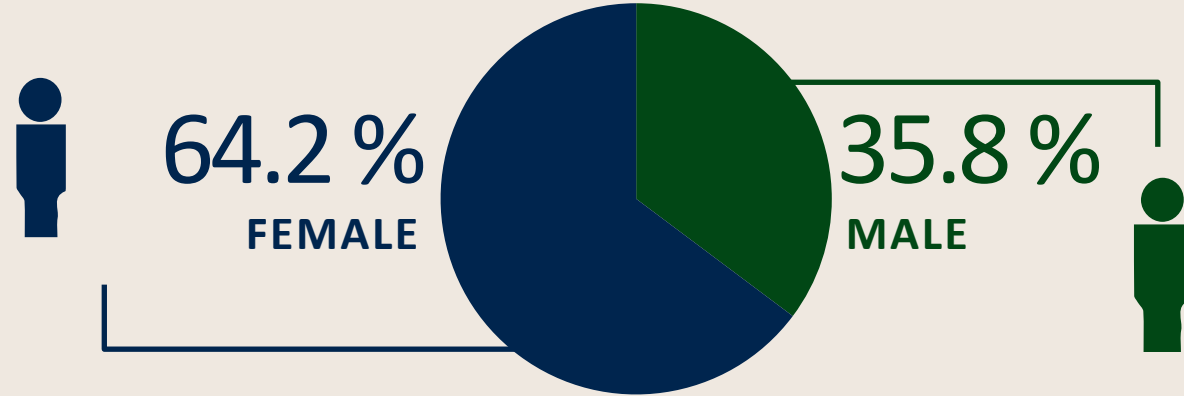


# Measures of Success

## GENDER BALANCE IN UK

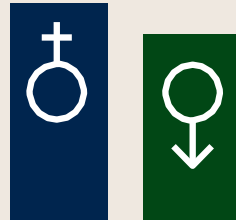
### HEALTHY BALANCE

Overall, we have a good gender balance across our organisation. More than half (64.2%) of our employees in UK are female. Advancement opportunities for female employees also are balanced, with 65.7% of 2024 promotions earned by women.



### GLOBAL INCLUSION

Fortrea thrives on an inclusive culture of excellence and is a company dedicated to the idea that people at all levels of our organization should be supported to contribute at the highest levels each day. Respecting people and upholding integrity go beyond our cultural belief system; they are woven into our DNA. We believe in cultivating a workplace where all employees can thrive.



**65.7% OF PROMOTIONS** have gone to females in 2024\*  
\*April 2023- April 2024



**72.1 % OF EMPLOYEES CELEBRATING 5 OR MORE YEARS OF EMPLOYMENT IN FORTREA WERE WOMEN**

Fortrea cultural focus on delivering excellence has been awarded



# UK 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 2023 – 2 April 2024

*“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).*

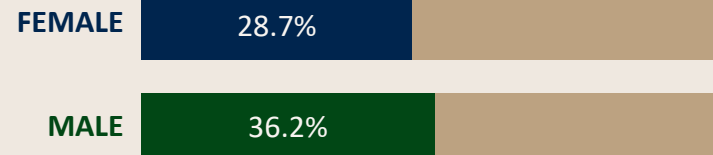
## GENDER PAY GAP

Mean	Median
15.0%	11.5%

*Measures has gone down from Median 16.8% and Mean 15.7% in 2023.*

## BONUS GENDER PAY GAP

Mean	Median
-22.3%	36.4%



*Proportion of male and female eligible for bonus.*

# Proportion of UK Males and Females by Quartile Pay

Overall 2023/2024 Fortrea UK	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap
Female	67.3%	69.1%	67.3%	53.2%	15.0%	11.7%	-22.3%	36.4%
Male	32.7%	30.9%	32.7%	46.8%				

UK 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	70.9%	72.4%	63.8%	56.8%	15.3%	13.4%	-45.7%	36.4%
	Male	29.1%	27.6%	36.2%	43.2%				
Fortrea Clinical Research Unit Limited	Female	59.4%	55.2%	66.7%	66.0%	17.5%	4.2%	24.2%	78.4%
	Male	40.6%	44.8%	33.3%	34.0%				

# 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 a global, employee-led group, open to all employees, and 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 and 2024, 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 shared 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 for UK colleagues.

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 1,363 members and 9 chapters globally.



# Women's Empowerment Network (WEN)

## Developing Women Leaders:

While we are proud to see that 66% of promotions in UK 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.



**WEN** Fortrea Women's Empowerment Network  
Empowering Women, Engaging All, Forward Together!



# Training Completed by Women 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 2023 – April 2024

Type of Training	Total # of Trainings Completed	Total # of Hours Spent to Complete Training
Client or Project	15,155	26,426
Functional	1,102	13,503
Leadership / Soft Skills	120	1,075
Standard Operating Procedures (SOPs) / Policies	892	21,201

# 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, regardless of gender. 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*

**Angie Wagner**

*Senior Director, Global Compensation*