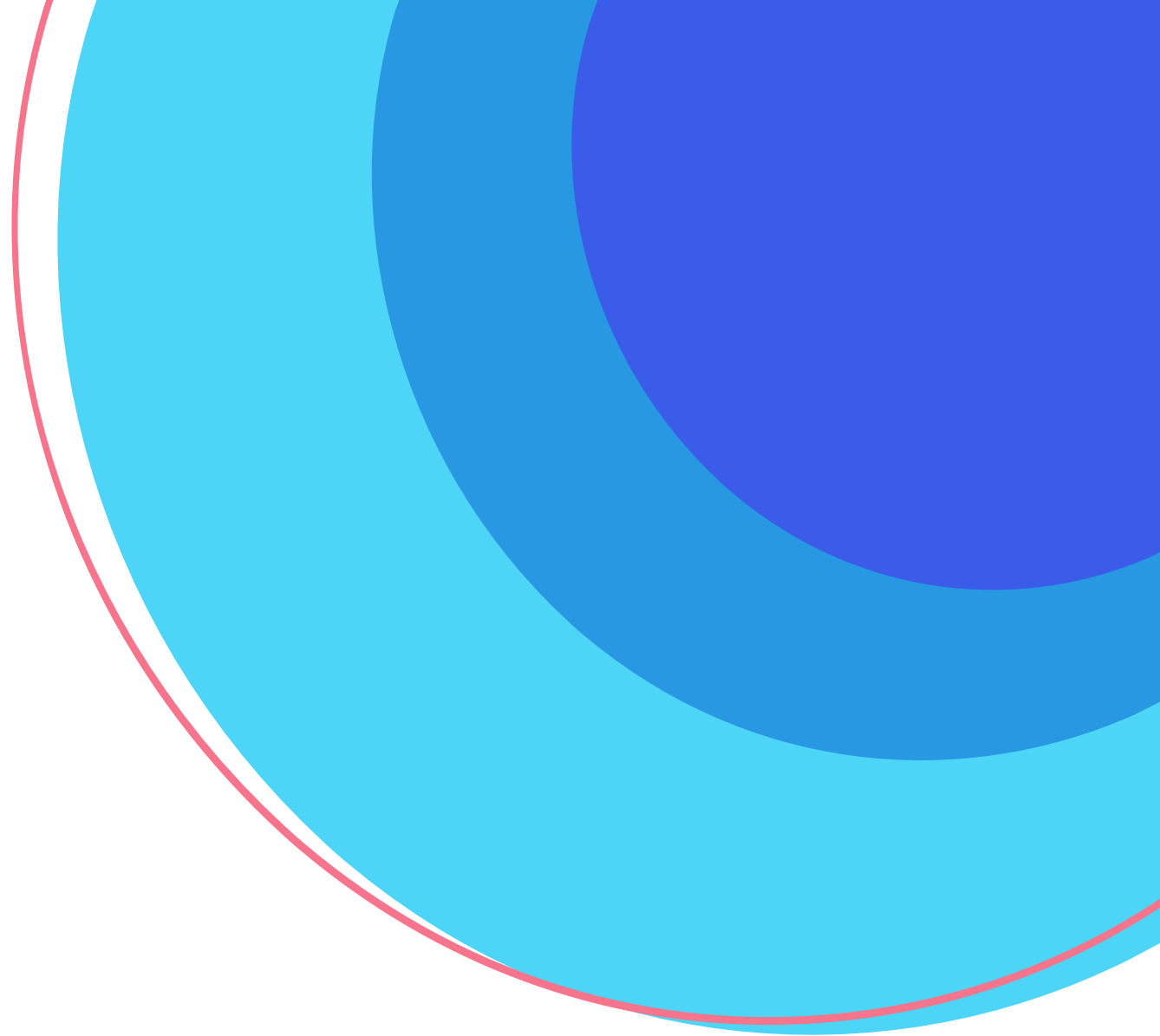


UK Gender Pay Gap Report 2024

April 2025

labcorp



Gender Pay Gap Report 2024

OUR COMMITMENT

Labcorp Early Development Laboratories Ltd is a leading provider of laboratory testing services for drug and medical device, crop protection and chemical development. As part of Labcorp, a global leader of innovative and comprehensive laboratory services that has been recognised by Forbes® America's Best Large Employers, Forbes® Best Employers for Diversity and by the 2024 Disability Equality Index® Best Place to Work for Disability Inclusion, we are united by our shared mission to improve health and improve lives.

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 all employees have equal access to training, compensation and leadership opportunities and have equal access to the learning and mentoring necessary to help them advance.

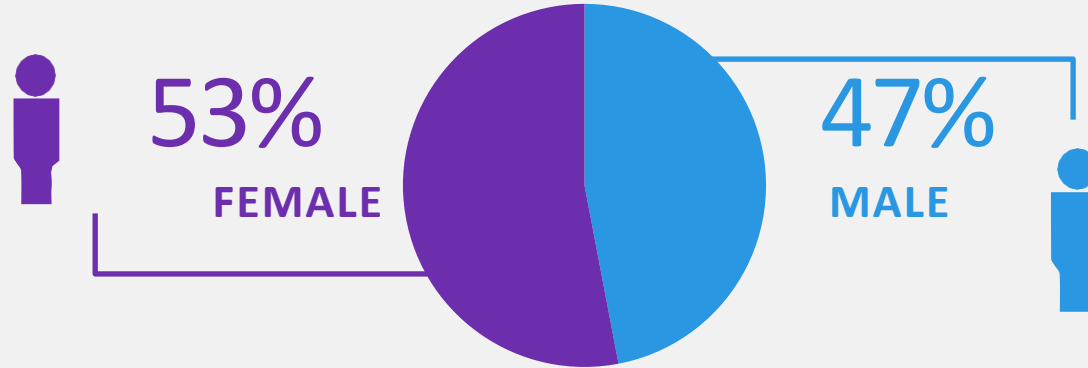
In summary, we are focused on creating a workplace that enables every employee to develop professionally and achieve their extraordinary potential.



Measures of Success

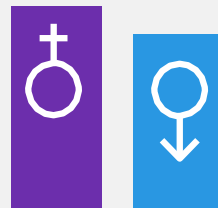
HEALTHY BALANCE

Overall, we have a good gender balance across our organisation. More than half (53%) of our 2,914 UK employees are female. Advancement opportunities for female employees are favourable this year, with 59% of 2024 promotions earned by women.



GLOBAL RECOGNITION

Labcorp has been recognised externally for its commitment to inclusion globally, highlighting our distinctive inclusion and diversity programmes and our dedication to a positive working environment for all employees.



59% OF PROMOTIONS earned by females in 2024*
*during snapshot year



53% OF FEMALES celebrated 5 or more years of service anniversaries*
*during snapshot year

Forbes 2025
America's Best Large Employers
Forbes 2024
Best Employers for Diversity
Disability Equality Index 2024
Best Place to Work for Disability Inclusion



Understanding the Pay Gap

We are committed to equal pay for equal work, which has been mandated since 1970 in the United Kingdom. We routinely review our compensation and employment practices to ensure equal pay.

The gender pay gap is a different measurement. It 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 an important role in our gender pay gap. Because executive and sales roles attract higher bonus payments than non-executive roles, this also significantly impacts our bonus pay gap.

Additionally, 84% of our part-time positions are held by female employees. Our employees have told us that flexibility is important to them, and we remain committed to offering a variety of working arrangements. Still, we should note part-time status particularly impacts the bonus gap, because it is calculated on actual bonus payments rather than full-time equivalent values.



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.

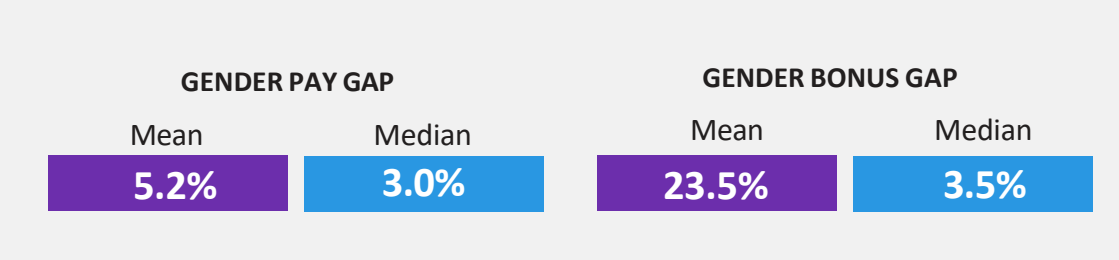
Data snapshot:
 1 April 2024 – 30 April 2024 (ordinary pay)

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

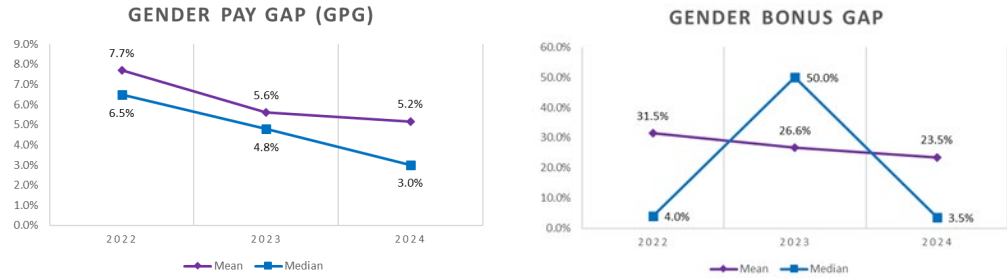
Data snapshot:
 1 April 2023 – 30 March 2024 (bonus)

Bonus includes pay related to performance, incentive, commission, securities (at time of income tax charges), one-time bonuses and length-of-service awards*

**OTB or one-time bonuses includes low value awards made through Labcorp’s recognition program.*



Gender & Bonus Pay Gap Trend (mean & median)



Proportion of Males and Females by Quartile Pay Band

	Female	Male
Lower Quartile	51.1%	48.9%
Lower Middle Quartile	56.9%	43.1%
Upper Middle Quartile	52.0%	48.0%
Upper Quartile	48.3%	51.7%



Women in Leadership Initiative (WIL)

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 Women in Leadership initiative and our UK-specific development programmes, 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.

WOMEN IN LEADERSHIP (WIL)

In 2024, we continued Women in Leadership (WIL) initiatives across Labcorp. Based on feedback from women across the globe, our WIL programmes focus on:

Building Awareness:

We share stories of our women colleagues' successes, challenges, career movement, work/home integration across our internal channels. These stories help 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 brings together a network of women across the globe. Other celebrations like Women's History Month continue to highlight and bring awareness to women's issues.

Finding/Cultivating Diverse Talent:

We prioritise 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 of into our own organisation for upcoming talent. We focus specifically on gender and other diversity in our succession planning development maps and talent review processes.

Developing Women Leaders:

To help address gender representation at senior levels, we have implemented targeted development programs to support women in leadership roles. In 2024, **Elevate** provided a structured learning experience for high-performing women at the senior leadership level, combining in-person and virtual sessions with executive coaching. **Ignite Your Impact**, a Princess Royal Training award-winning virtual course, has supported senior managers through directors in strengthening key leadership competencies such as confidence, decision-making, and influencing. These initiatives have been well-received and have contributed to leadership development efforts within our organization.

Encouraging Executive Engagement:

Engaging our executives with our Women in Leadership programming as well as our Employee Resource Group offerings provides opportunities for listening and learning. These opportunities reap benefits two-fold; executives hear the voices and perspectives of our women leaders, and our women leaders have a channel to ask questions, network and raise their visibility to the highest levels. Each direct report to Labcorp's CEO is aligned with an internal ERG (Employee Resource Group) as a sponsor. Many ERG events feature members of the executive team or focus on conversations with executive members. The Senior Leader Development (SLE) program includes small group sessions with executive leaders, the Elevate development program for women, includes dinner with the executive team. Our Reverse-Diverse mentoring program connects higher level leaders as mentees to our diverse mentors, at various levels in the organization. Leveraging executive travel plans, allows us to arrange small group conversations at various locations across the globe.

Women in Leadership Initiative (WIL) continued



A very successful part of the Women in Leadership (WIL) initiative is The Women's Empowerment Network (WEN). WEN is Labcorp's Employee Resource Group (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 Labcorp. Across the UK, WEN groups cover the following locations: Harrogate, Leeds and York, Huntingdon, Shardlow and Eye. The company is very proud and privileged to have been awarded a prestigious [Princess Royal Training Award](#) in recognition of the Harrogate WEN, which has a focus on Women in Science. These awards honour employers who have created outstanding training and skills development programmes which have resulted in exceptional benefits.

WEN is built on a framework of five pillars: Career, Coaching, Connecting, Community, and Company, and has senior-executive sponsorship at the highest levels of our company. At Labcorp, employees work on-site, remote-based, and hybrid working schedules. To meet the challenges of building a strong network in a varied and flexible work environment, the UK WEN groups host a range of well attended digitally delivered and in-person events on topics including mental health awareness training, networking, monthly topical discussions, leadership mindset training, individual development planning and book club discussions.

In 2024 we engaged a wide audience of colleagues across the UK and the world. In 2018, WEN started with two chapters globally. In 2024, WEN has 24 global chapters.

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 Worksite Wellness programmes. Our ultimate goal is to create a "boundaryless" organisation that enables all employees to contribute and realise their potential.

UK Apprenticeship Programme



UK APPRENTICESHIP PROGRAMME

Our Apprenticeship Programme supports our efforts to close the gender pay gap. This programme develops our female technical and managerial leaders of tomorrow, providing women with the same career and pay opportunities as their male counterparts and enabling them to achieve their potential without bias.

We have designed career paths that have clear progression routes, from first-time supervisors to senior leader and executive positions, for management as well as technical and specialist tracks. All of our Apprenticeship Programmes are mapped to our job grades and competencies, providing a structured and transparent path for participants to progress through their studies and advance their careers. Labcorp programmes are matched to national standards, so participants' achievements can be externally recognised.

Each Apprenticeship blends internal training and competence development with externally recognised skills. Labcorp commits 20% of the apprentices' time for training. The programmes are designed to be flexible, allowing for employee-defined training times and to meet individual needs, including career breaks.

Across our Apprenticeship programs 43% of our attendees who have recorded their gender are female, with 3% recording their gender as non-binary. According to the census, women and girls made up 51% of the population of England and Wales and men and boys made up 49% - ons.gov.uk. We continue to grow the diversity of the types of apprenticeships we offer and ensure they are accessible for all.

Labcorp was recognized as a Top 100 Apprenticeship Employer by the UK government's Education & Skills Funding Agency and was also recognised by the [Princess Royal Training Awards](#).



Continuing the Commitment

Labcorp is a people-based organisation, where our success is based on our ability to attract and retain top scientific, therapeutic, analytical and technical talent from across the United Kingdom and the world.

It is essential that we create an inclusive and diverse workplace where all employees are equally valued for their unique skills, insights and experiences and empowered to achieve their extraordinary potential. As individuals we bring strength to the organisation in different ways. Together those unique talents make us exceptional.

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

Melissa Lesley

Vice President, Global Total Rewards

