



# Gender Pay Gap Reporting

Snapshot – 5<sup>th</sup> April 2022

Group Reward

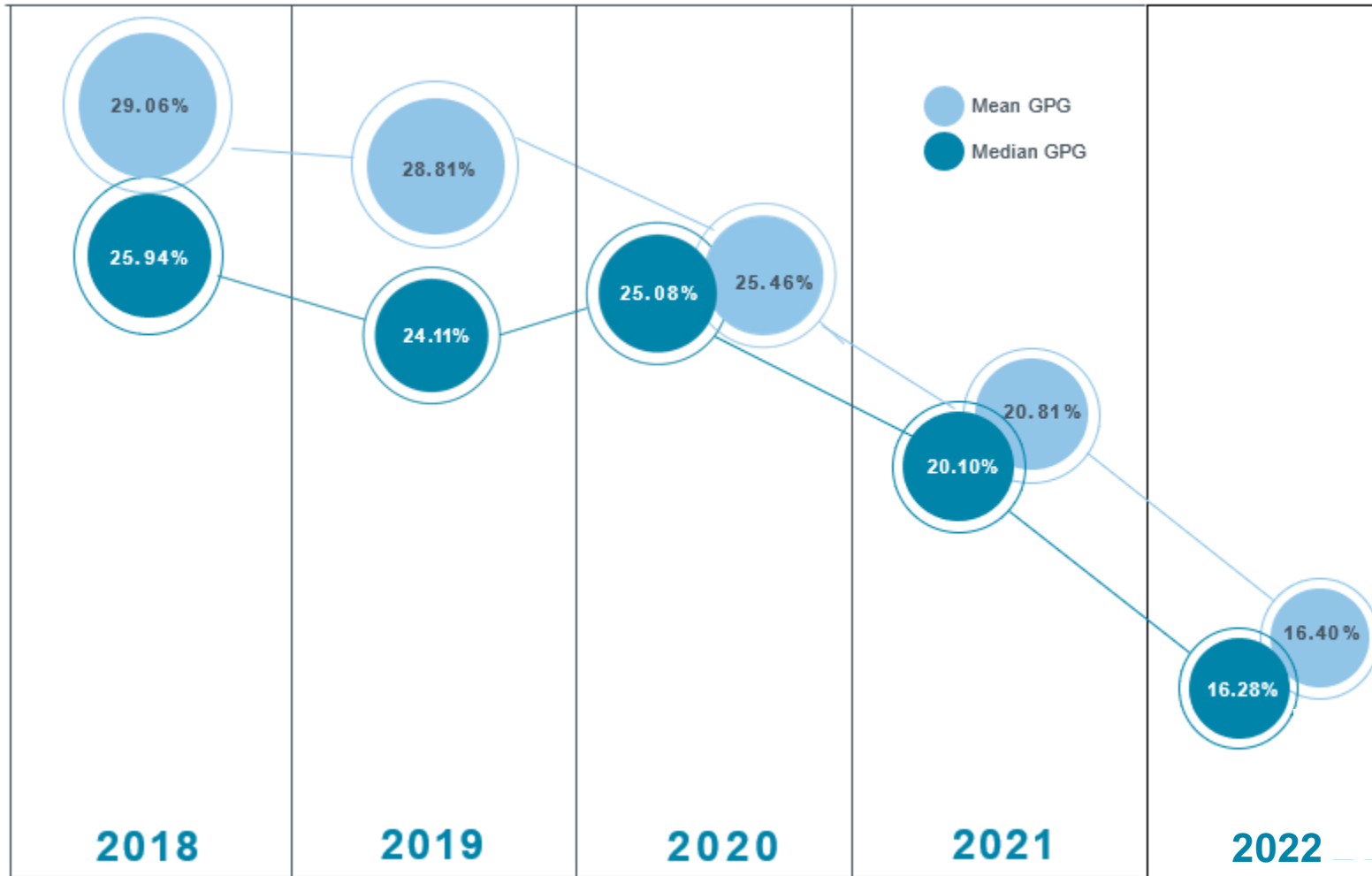
# Gender Pay Gap Report 2022

This report sets out the gender pay gap statistics for Oxford Nanopore Technologies plc. This is its report for the snapshot date of 5th April 2022.

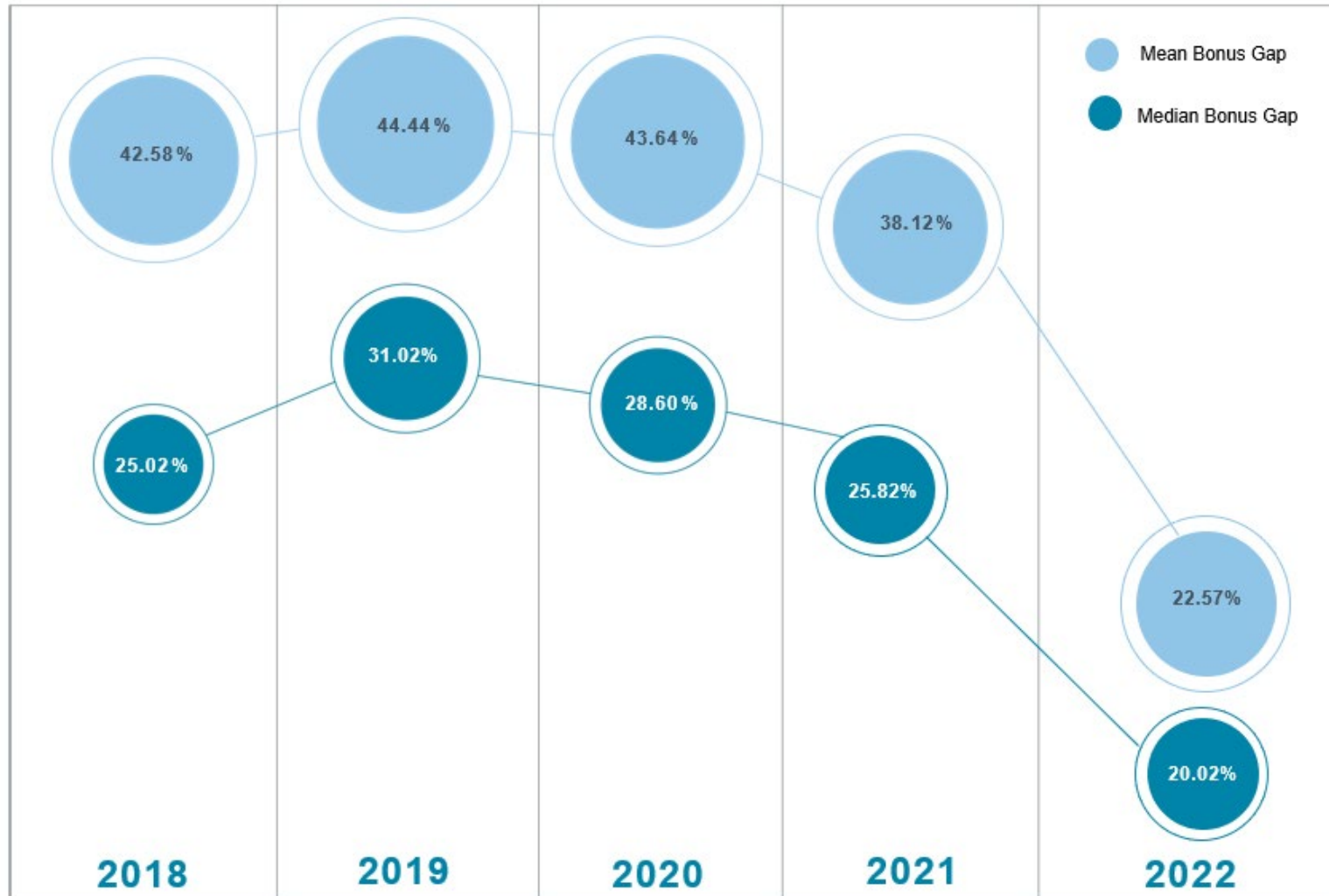
Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Oxford Nanopore Technologies plc. is legally required to publish, on an annual basis, specified information relating to their gender pay gap for UK employees. The following information has been calculated in accordance with the Regulations and is legally compliant.

	Reporting Year	Male (£)	Female (£)	Pay Gap Percentage Difference (%)
<b>Mean Gender Pay Gap</b> (average hourly rate of pay for male and female employees)	2022	34.93	29.20	16.40
<b>Median Gender Pay Gap</b> (middle hourly rate of pay for male and female employees)	2022	27.70	23.19	16.28

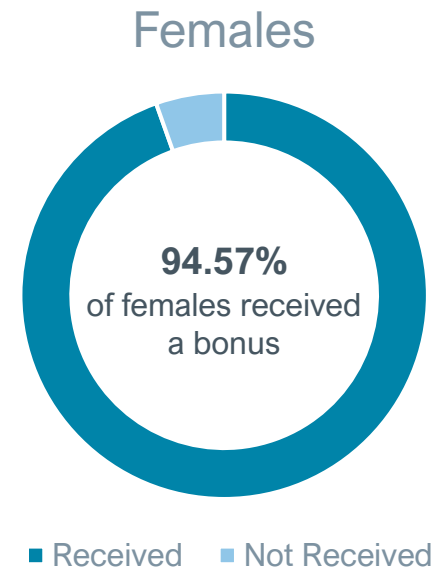
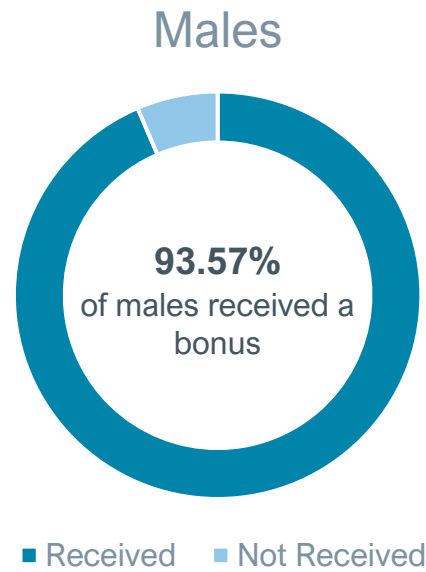
# Gender Pay Gap 2018 - 2022



# Bonus Gap 2018 – 2022



# Employees Receiving a Bonus



# Equality & Diversity at Oxford Nanopore

As a group of people working together on a disruptive technology that we believe will have a positive impact on society, we would like to reflect the society that we aim to impact. From a practical perspective, we also believe greater diversity at all levels of the company will improve our ability to develop novel technologies and deliver disruptive/non-traditional commercial strategies. This is of course critical for us to thrive and disrupt in a competitive business environment.

We value people as individuals with diverse opinions, cultures, lifestyles, and circumstances and believe in equality of opportunity, following practices which are free from unfair and unlawful discrimination.

We are committed to creating a supportive and inclusive environment where respect and understanding are fostered, and the diversity of both people and perspective is positively valued.

We therefore recruit the best, regardless of race, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partnership status, pregnancy and maternity, age, or disability. Oxford Nanopore will also ensure through its recruitment and selection policy that the structure, design, and requirements of jobs do not discriminate but promote the diversity and inclusion our business needs to be successful. We appreciate that more and more of our people are striving for greater flexibility in how they manage and deliver their work and are open and supportive to flexible and smart arrangements that supports the needs of our people and the overall business. We have many examples of flexible working arrangements including reduced hours and the ability to work from home, to support the diverse nature and realise the full potential of our employees. We offer enhanced family-friendly and leave policies and actively engage in wellbeing and support programmes.

# Our Commitments for 2023 - Inclusivity, Diversity & Equality

The Company has put in place a range of strategic programmes to improve our GPG over the past two years, and is pleased to see an improvement in our performance. The Company has a goal of continuing the pace of this improvement over the next 24 – 36 months. Details of the areas of focus are below.

## Talent Acquisition

Ensuring our recruitment practices deliver the widest possible pool of talent to realise benefits of being diverse and inclusive.

## Reward

Operating a pay review process which ensures that any outliers on the basis of gender or peer parity are identified and addressed.

Implementing benefits and policies which are inclusive regardless of gender e.g. leave policies and Smart Working.

Inclusive communication of the Reward Philosophy, ensuring all employees understand their compensation.

## Building Awareness & Capability

Provide support & training to managers and senior leaders to ensure our practices are free from bias.

Further develop diversity & inclusion training and education for all employees.

Championing our core values through our Values in Action (ViA) framework.

## Diversity & Inclusion

Further our Diversity & Inclusion agenda to integrate diversity and inclusion into the moments that matter.

The appointment of a designated Non-Executive Director, from our board, to support employee engagement.

## Learning & Development

Continue to develop and promote an inclusive approach to leadership management programmes.

Provide and support development for all employees through accessible learning opportunities.

Continue to inspire the next generation of talent through our engagement with STEM and Apprenticeship programmes.