

## THE ALERE TOXICOLOGY PLC GENDER PAY GAP REPORT

Alere is now Abbott. This reports shows the gender pay gap data which we are required to publish according to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016. This data is based on the ‘snapshot date’ of 5 April 2018.

The gender pay report shows the difference between the average earnings of women and men. It is important to understand that this is different to equal pay, which is the difference between the pay of men and women who carry out the same job, similar job, or work of equal value.

### OUR RESULTS

#### PAY GAP

The difference in average hourly pay, expressed as a percentage of the hourly pay of male employees.

	MEAN (average)	MEDIAN (middle)
HOURLY RATE	8%	-15%

#### BONUS PAY

The difference in average bonus pay, expressed as a percentage of the average male bonus.

	MEAN (average)	MEDIAN (middle)
BONUS PAY	50.78%	59.68%

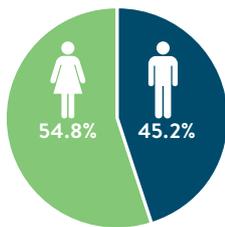
#### BONUS PROPORTIONS

The proportion of female and male employees who received a bonus in the 12 months prior to the snapshot data.

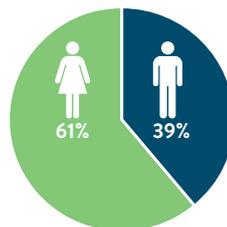
	FEMALE	MALE
BONUS PROPORTION	13.57%	16.03%

#### PAY QUARTILES

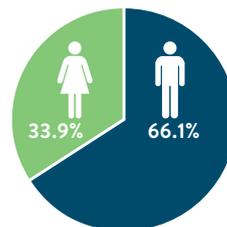
The proportion of males and females in each quarter of the payroll. Our distribution within the business is **52.1% female**, **47.9% male**.



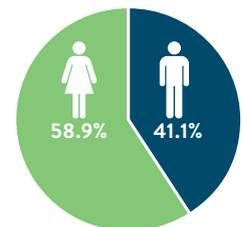
UPPER QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE

Our mean gender pay gap of 8% is below the national average of 17.1% (as reported by the Office of National Statistics in October 2018), and below our mean gender pay gap of 11.15%, as reported in 2017. Our median gender pay gap is -15% and is therefore in favour of females and is more favourable compared to our gap of -5.09% as reported in 2017. The ONS median national average was reported as 17.9% in October 2018. The proportion of males and females within the pay quartiles is comparable to the distribution of males and females across the workforce (48.8% male, 51.2% female), and shows that we continue to have a fair distribution of males and females in higher paid roles. While there is still a higher percentage of males than females receiving bonus, this difference in proportion of males receiving a bonus compared to females has reduced from 9% as reported in 2017, to 2.5% in 2018.

### OUR COMMITMENT TO OUR CURRENT AND FUTURE EMPLOYEES

We will continue to ensure that all staff are treated and rewarded fairly, irrespective of gender, by supporting equal opportunities for all our employees.



Nick Breare  
General Manager  
Alere Toxicology Plc