

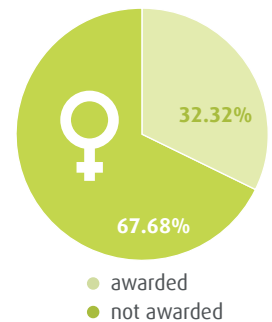
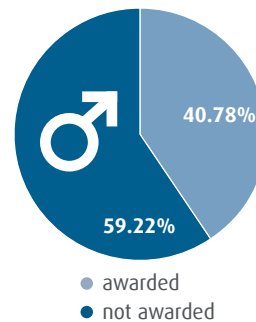
OUR 2017 GENDER PAY GAP REPORT

Pay & Bonus Gap

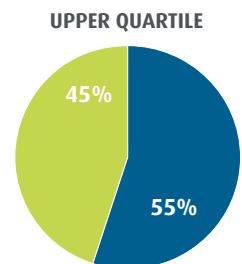
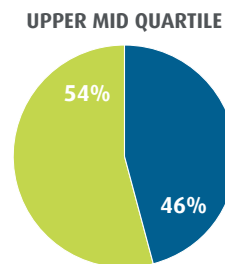
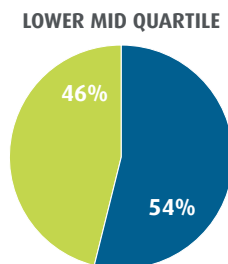
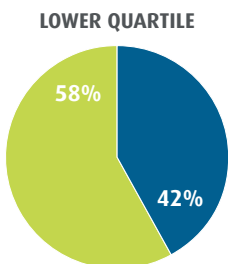
Difference between men and women		
	MEAN	MEDIAN
Hourly Fixed Pay	-1.6%	-2%
Bonus Paid	48.86%	0%

The table above shows our overall mean and median gender pay gap based upon hourly rates of pay as at the snapshot date of 5th April 2017. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2017.

Proportion of staff awarded a bonus from 6th April 2016 – 5th April 2017



Pay Quartiles



The images above illustrate the gender distribution at ALS Life Sciences across four equally sized quartiles. As set out above, at April 2017 the gender pay gap is -1.6%.

Our analysis of our gender pay gap shows that it is largely driven by the fact that overall, males have a larger amount of deductions for salary sacrifice schemes such as pension, childcare vouchers and cycle to work which is likely to have impacted the hourly rate of pay. In addition, more females have taken up a car allowance than males which have led to the higher hourly rate of pay. Our analysis of the bonus pay gap shows that this is impacted by Sales teams being predominantly male and receiving commission payments in the 12 month period. When these payments are taken out of the calculations the bonus pay gap shows as females receiving higher bonus pay and the bonus gap would be -7.6%.

ALS Life Sciences has a framework of pay ranges that avoids any gender bias. We are pleased with the results which are reflective of our policies and

proportional split of male to female employees. We will continue to monitor the gender pay gap balance across our business.

The ALS Life Sciences Gender Pay Gap Report includes all employees from the following sites: Aberdeen, Bellshill, Hawarden, Shrewsbury, Rotherham, Dunstable and Newton Abbot. Therefore this report will be published on the ALS Laboratories website and also on the ALS Environmental website.

Due to some ALS entity changes ALS Life Sciences headcount is likely to fall below 250 after 1st April 2018 and we are therefore not required to report on gender pay in 2018.

Rickard Olofsson
Managing Director
ALS Life Sciences
March 2018

Matthew Masters
Managing Director
ALS Laboratories Ltd