

A scientist wearing a blue lab coat, safety glasses, and a face mask is examining a small microchip in a laboratory. The background is a blurred laboratory environment with various equipment and a bright light source.

# Gender Pay Gap Report **2021**



Lumira**Dx**





# Why is this important to us?

Since our first Gender Pay Gap Report in 2020, we've increased our efforts in growing a diverse team and building our inclusive culture.

## How gender pay gap is measured?

The gender pay gap is the difference in the mean and median pay of women compared to the men working for us in the UK, regardless of the nature of their work.

The gender pay gap does not show equal pay. Equal pay relates to what women and men are paid for the same or similar jobs or work of equal value.

In the UK, it has been illegal to pay women and men unequally for almost 50 years. All companies within the UK with 250 or more employees on 5 April of the reporting year are required to report the following gender pay gap data:

- The difference in mean and median pay between male and female employees
- Difference in mean and median bonus pay between male and female employees
- The proportion of male and female employees who received bonus pay
- The proportion of male and female employees across four proportional pay bands (quartiles)

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We recognize that our strength comes from our people.

They're enabling us to transform community-based healthcare around the world, more quickly than ever before.

We care about building an inclusive and equitable workplace where our people feel valued and inspired to do the best work of their careers, solving some of the biggest challenges in global healthcare.

We believe in fostering belonging. We're committed to inclusion across race, color, disability, religion, age, gender, sexual orientation and identity.

We innovate, collaborate, and succeed best when we're inclusive of everyone. We see the value of diversity in experiences, thought, perspective, and background.

## Understanding our pay gaps

This report shows the pay data for our UK population. We follow UK regulations in preparing and analysing our pay information. Our snapshot date for this report is 5 April 2021.

We use a Total Pay approach which encourages a collective focus on our business priorities. Total Pay combines salary and bonus into an employee's regular fixed monthly pay, which means we don't have a bonus reporting requirement.

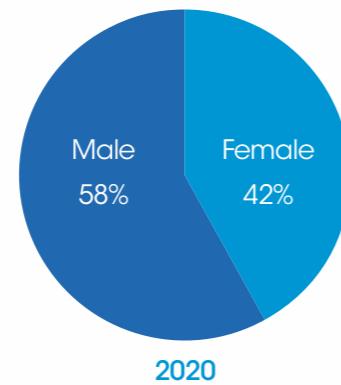
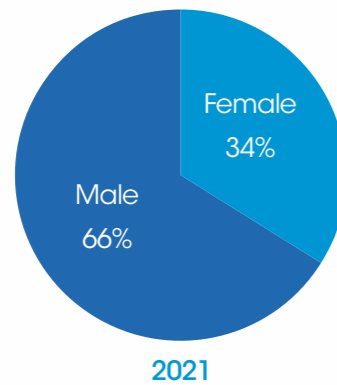
At LumiraDx we have very strong gender pay alignment and are rigorous in safeguarding against unfair equal pay practices.

## Pay quartiles

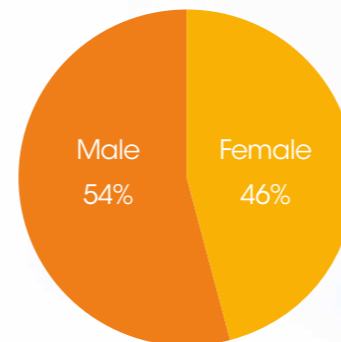
These show how pay is distributed across our people who, for the purposes of this report, are divided into four equal groups ranging from the lowest to the highest paid individuals. The below table shows the proportion of female and male employees in each group:

	Q1 (lower hourly pay quartile)		Q2 (lower middle hourly pay quartile)		Q3 (upper middle hourly pay quartile)		Q4 (upper hourly pay quartile)	
	2021	2020	2021	2020	2021	2020	2021	2020
Women	46%	44%	25%	43%	31%	48%	32%	20%
Men	54%	56%	75%	57%	69%	52%	68%	80%

Gender split for LumiraDx UK at the snapshot date



Research & Development 2021



Across the year there were proportionately more men hired than women at a ratio of 2.5:1.

We have become better at attracting women into early career Science roles and developing women into more senior roles, however we need to improve our ability to attract and develop women into mid to senior level Technical and Engineering roles.

## Mean and median pay gap

	Mean		Median	
	2021	2020	2021	2020
	-14%	28%	4.6%	21%

The mean average refers to the % difference across the pay of all women and men.

The median average refers to the % difference between the midpoint of pay for both women and men.

Reporting a negative pay gap means that on average women are paid more than men. In comparison to the national average<sup>1</sup> and our last report, we have seen a significant improvement. This is testament to the changes we've made in our people practices.

From 2020 to 2021 our mean gender pay position **has improved by 42%** and our median gender pay position **has improved by 16.4%**.





## The year in review

The reduction in our overall pay gap is positive and we recognize the achievements that have been made so far.

Many of our roles are Science, Technology, Engineering, and Mathematics (STEM) based which has a disproportionately lower number of women working in the field.

We are finding other ways to address this imbalance through several initiatives, such as **internships** and **direct-hire graduate** programs.

We've made progress in providing greater access and flexibility within the recruitment process through **virtual interviews**, accommodating the challenges our candidates face when attending on-site interviews.

We are encouraged by the number of women being promoted, however we acknowledge that more needs to be done to attract and develop women within the mid to higher career levels.

# Looking ahead

We believe that our actions will help us further close the gender pay gap during the next reporting period. We are committed to this as a long-term effort; we are monitoring our progress and will continue to do what's needed to ensure we can sustain improvements into the future.

## What are we doing now?

Changing people policies to be more representative of our diverse employees.

Skills-based interviews and training for hiring managers.

STEM Ambassador program (coming soon).

50/50 gender target for shortlisted candidates and regular candidate diversity statistics.

Develop the ERG Women group to attract/retain women into STEM roles and improve the senior level gender balance.