



Gender Pay Gap Report

2021/2022

Data taken from 5th April 2022

	Median (middle)	Mode (average)
Gender Pay Gap	0%	0%

1. In line with our regulatory reporting requirements, the table below sets out our 2022/2023 Gender Pay Gap results.
2. I confirm that the data given in this statement is accurate and in line with government reporting regulations.

Signature
Helen Nicholson
Group HR Director

August 2022

Annual Gender Pay Gap Report	
SBFM Median Gender Pay Gap	0%
Mean Gender Pay Gap	0.33%
Median Bonus Gap	0%
Mean Bonus Gap	0%
UK National Median Gender Pay Gap	15.4%

Pay Distribution	Men	Women
Upper Quartile	71.43%	28.57%
Upper Middle Quartile	63.63%	36.67%
Lower Middle Quartile	45.28%	54.72%
Lower Quartile	34.24%	65.76%