

Gender Pay Gap Report 2023/24

Cell Therapy Catapult Limited had 308 relevant employees on the 5th April 2023. This population were used to measure our gender bonus gap and the proportions of bonuses paid. To calculate our gender pay gap and our pay distribution, the methodology required us to remove nine women because they did not receive full pay due to leave reasons such as such as Maternity or Long-term illness.

Pay and Bonus headline figures

Mean Gender Pay Gap ¹	14.5%
Median Gender Pay Gap ²	4.8%
Mean Bonus Gender Pay Gap ¹	42.7%
Median Bonus Gender Pay Gap ²	17.7%
Proportion of men receiving a bonus payment	73.9%
Proportion of women receiving a bonus payment	65.7%

Overall pay gap gender distribution

- Women: 52.5%
- Men: 47.5%

Pay quarter distribution

	Women	Men
Upper quarter ³	40.5%	59.5%
Upper Middle quarter ³	60.0%	40.0%
Lower Middle quarter ³	52.0%	48.0%
Lower quarter ³	57.3%	42.7%

Statement of Accuracy

I confirm that the gender pay gap calculations are accurate and meet the requirements of the regulations.



Matthew Durdy
Chief Executive Officer

- 1 The mean pay or bonus gap is calculated by adding up the hourly pay (or annual bonus pay) of all the women in the business and dividing by the number of women. We then perform the same calculation for men and calculate the difference.
- 2 The median pay or bonus gap is calculated by listing the pay or bonuses for all women and choosing the middle woman - after doing the same with all the men, we calculate the difference between them.
- 3 Pay quarter distribution is calculated by listing all employees hourly pay in descending order and then we split it into four equal quarters, within each of these quarters the proportion of women and men are calculated.

