



# UK Gender Pay Gap Report 2025

April 2024 – April 2025



# Our Commitment

Fortrea is a leading global contract research organisation (CRO) helping customers bring life-changing treatments to patients faster. With approximately 15,000 professionals conducting operations in approximately 100 countries during the snapshot year, Fortrea is transforming drug and device development for partners and patients across the globe.

In the snapshot year, Fortrea UK located at two sites in the United Kingdom: Leeds and Maidenhead.

We take pride in our exceptional, highly talented and skilled people. Our work is accomplished each day by diverse, global teams who inspire change, motivated by the life-changing work we undertake.

We are committed to an inclusive and inspiring employee experience in which benefits-related rewards, including pay, are based on an individual's performance, skills and qualifications. We are committed to ensuring that women have the same access to training, compensation and leadership opportunities as their male colleagues, and that all staff have access to the learning and mentoring necessary to help them advance. In summary, we are focused on creating a workplace that enables every employee to develop professionally and achieve their extraordinary potential.



# Understanding Gender Pay Gap

The gender pay gap shows the variance in average pay between all men and women within a workforce. Our gender pay report reflects several key contributing factors that impact our results.

While our gender mix in the UK across each pay quartile is balanced, like many companies in our industry and the broader healthcare sector, a disproportionate number of executive and sales positions are held by male employees. This imbalance plays a significant role in our gender pay gap and bonus pay gap.

Additionally, around 95% of our part-time positions are held by females. Our employees have told us that this flexibility is important to them, and we remain committed to offering a variety of working arrangements.

Still, part-time status impacts the bonus gap in particular, because it is calculated on actual bonus payments made rather than full-time equivalents.

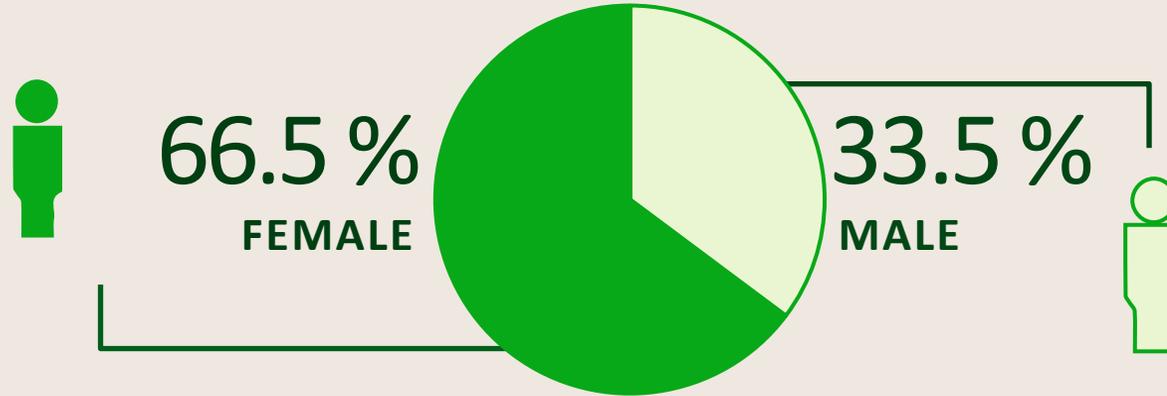


# Measures of Success

## HEALTHY BALANCE

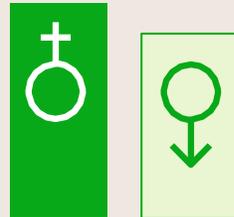
Overall, we have a good gender balance across our organisation. Almost two thirds (66.5%) of our employees in the UK are female. Advancement opportunities for female employees also are balanced, with 62.38% of 2025 promotions earned by women.

## GENDER BALANCE IN UK



## GLOBAL INCLUSION

Fortrea thrives on an inclusive culture of excellence and is a company dedicated to the idea that people at all levels of our organisation should be supported to contribute at the highest levels each day. Respecting people and upholding integrity go beyond our cultural belief system; they are woven into our DNA. We believe in cultivating a workplace where all employees can thrive.



**62.38% OF PROMOTIONS** have gone to females in 2025\*  
\*April 2024- April 2025



**72.1 % OF EMPLOYEES CELEBRATING 5 OR MORE YEARS OF EMPLOYMENT IN FORTREA WERE WOMEN**

**Employee Recognition Program**  
 Above and Beyond

**70%**  
Total Awards received by Women

**75.7%**  
Women says work at Fortrea gives them sense of personal accomplishment

**Engagement Survey (October 2024)**

# UK Gender Pay Gap Summary

## DEFINITIONS

The mean is calculated by adding the ordinary pay or bonus of all women, dividing by the number of women, then doing the same for men, and making a comparison.

The median gap is calculated by taking the midpoint of the lowest and highest pay or bonus for women and the lowest and highest pay or bonus for men and making a comparison.

Data snapshot:

5 April 2024 – 5 April 2025

*“Ordinary pay” includes basic pay, and allowances but does not include overtime, redundancy, termination of employment or non-monetary pay.*

*Bonus includes pay related to performance, incentive, commission, securities (at time of income tax charges).*

## GENDER PAY GAP

Mean	Median
17.3%	13.2%

*Measures have gone up from Median 11.5% and Mean 15.0% in 2024.*

## BONUS GENDER PAY GAP

Mean	Median
-4.0%	9.3%

## BONUS ELIGIBILITY\*

Male	Female
49.0%	35.0%

## BONUS PAYOUT (majority of eligible participants received non-cash awards)\*

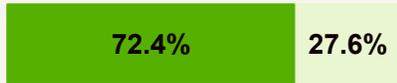
Male	Female
4.0%	2.8%

*\*Proportion of male and female who were eligible and who received reportable bonus cash in snapshot year. The total rewards structure is not accurately depicted, because during snapshot year, corporate bonus plan participants were rewarded in non-reportable equity amounts rather than cash.*

# UK Gender Distribution by Pay Quartile (2024-2025)

## Overall Fortrea UK

### Lower Quartile



### Lower Middle



### Upper Middle



### Upper Quartile



## Fortrea Development Limited

### Lower Quartile



### Lower Middle



### Upper Middle

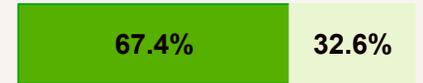


### Upper Quartile

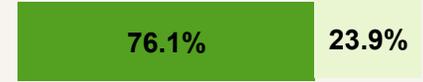


## Fortrea Clinical Research Unit Limited

### Lower Quartile



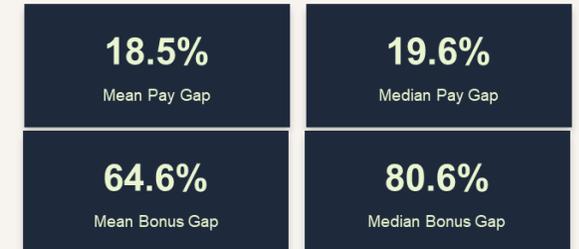
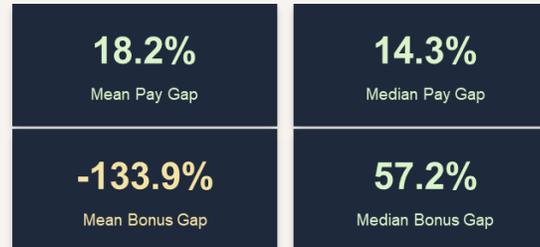
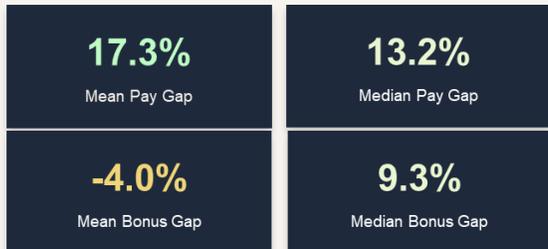
### Lower Middle



### Upper Middle



### Upper Quartile



Female
  Male

# Women's Empowerment Network (WEN)



We know that a critical aspect to closing the gender pay gap in the United Kingdom is increasing the number of women in senior, executive and sales roles. Acknowledging that we seek continuous improvement, we remain committed to taking purposeful action to create the change we want to see. Through our global Fortrea Women's Empowerment Network (WEN) Employee Resource Group (ERG) and our UK programs, we are creating more pathways for women to grow professionally and achieve their career aspirations. We believe that it is essential to create an inclusive environment that respects and values the diverse skills, insights, experiences and contribution of all our employees.

WEN is a global, employee-led group, open to all employees, and is designed to inspire, support and provide tools that enable women to build their careers at Fortrea. The EMEA WEN group encompasses members from across the region, with many members located in Maidenhead and Leeds.

WEN is built on a framework of four pillars: Career, Celebration, Community, and Culture, and has senior-executive sponsorship at the highest levels of our company. From April 2024 to April 2025, the UK WEN chapter hosted a range of well attended virtual events on topics including movement and fitness, book clubs, leadership discussions, Breast Cancer Awareness, menopause, and men's allyship. The International Women's Day event features inspiring speakers sharing perspectives on breast cancer care, survivorship, advocacy, and empowerment, alongside fundraising activities, competitions, and awareness initiatives supporting local charities, with both in-person and virtual participation across WEN chapters.

Furthermore, we released an Unconscious Bias e-learning course in April 2025 as part of an initiative to deepen understanding of everyday biases that may impact the workplace. In January 2025, we also launched our first global Healthcare Businesswomen's Association (HBA) Ambassador program, a 9-month self-directed leadership development program for Fortrea's emerging leaders.

# Women's Empowerment in Practice

## Developing Women Leaders:

While we are proud to see that 62.38% of promotions in UK were awarded to female employees, we also recognise the need to further support the advancement of women into leadership positions. Through initiatives like mentoring, development programs, networking events and monitoring our promotion processes, we support women's development and advancement.

## Building Awareness:

WEN helps our women employees make connections with one another and build a support network for their development and advancement. Our involvement in International Women's Day and other celebration/ observances continue to highlight and bring awareness to women's issues.

## Flexible Work Practices:

We support our employees by cultivating a flexible, modern work environment. Our employment approach includes remote working and part-time opportunities. We have helped our global teams achieve a better work-life balance with unique site benefits and wellness programmes. Our ultimate goal is to create a "boundaryless" organisation that enables all employees to contribute and realise their potential.

## Finding/Cultivating Diverse Talent:

We recognise talent attraction for gender and other diverse candidates by expanding our reach beyond our normal talent pools. We conduct targeted advertising and take a deeper view into our own organisation for upcoming talent.



**WEN** Fortrea Women's Empowerment Network  
Empowering Women, Engaging All, Forward Together!

# Training Completed by Women in the UK

Women in our organisation have been actively assigned to diverse training programs aimed at enhancing their professional development and overall growth. These initiatives encompass a range of functional and soft skills training, fostering the cultivation of both technical expertise and people management skills.

April 2024 – April 2025

Type of Training	Total # of Trainings Completed	Total # of Hours Spent to Complete Training
Client or Project	17,650	10,543
Functional	12,071	6,620
Leadership / Soft Skills	1,134	945
Standard Operating Procedures (SOPs) / Policies	22,427	7,449

# Continuing the Commitment

At Fortrea, our purpose is to bring solutions that bring life-changing treatments to patients faster. To succeed in delivering that purpose, we are building a “Fortrea **FOUR**” culture where we move **F**orward together; **O**wn our performance; **U**phold integrity; and **R**espect people.

Simply put, we are a people-based organisation, and our ability to make a difference is based on being able to attract and retain top scientific, therapeutic, analytical and technical talent from across the United Kingdom and around the world.

We are fostering an inclusive and diverse workplace where all employees are equally valued for their unique skills, insights and experiences, and all Fortreans are empowered to achieve their extraordinary potential, regardless of gender. As individuals we bring strength to the organisation in different ways. Together those unique talents make us exceptional.

We know there is more to do, and we remain committed to addressing our gender pay gap and measuring our progress.



*Angie Wagner*

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*Senior Director, Global Compensation*