



# Gender Pay Gap Report 2018 France

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# Foreword

*This Report contains Thermo Fisher Scientific's statutory disclosure of the gender pay gap for our businesses within France. All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in September 2018. At Thermo Fisher Scientific, we welcome and support gender pay gap reporting, as we have long been committed to equal opportunities. This Report provides both the statutory disclosures required of Thermo Fisher Scientific, as well as further context around our pay practices.*

We confirm that our gender pay gap calculations are accurate and meet the requirements of the methodology set out in "the Law for freedom to choose a professional future" (Gender Pay Gap information) Regulations 2018.

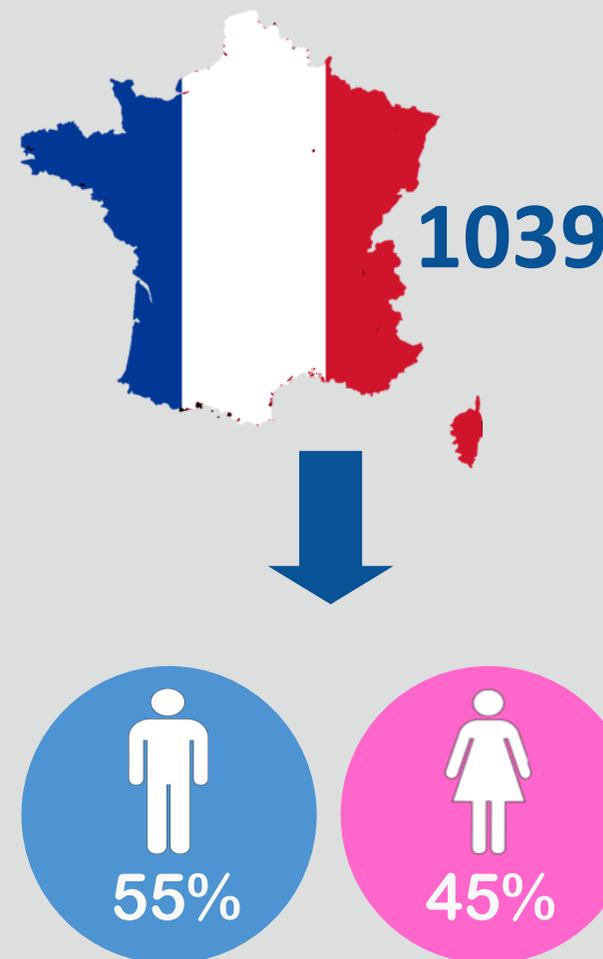
Signed:  
Celine Garnier  
HR Director—France  
On behalf of Thermo Fisher Scientific

**T**hermo Fisher Scientific Inc. (NYSE: TMO) is the world leader in serving science, with revenues of more than \$20 billion and approximately 70,000 employees globally. Our mission is to enable our customers to make the world healthier, cleaner and safer. We help our customers accelerate life sciences research, solve complex analytical challenges, improve patient diagnostics, deliver medicines to market and increase laboratory productivity. Through our premier brands we offer an unmatched combination of innovative technologies, purchasing convenience and comprehensive services.

In order for us to fulfil our Mission, it is imperative that our employees have opportunities to learn, grow and influence our company culture. We appreciate the diversity of our workforce, knowing that varied backgrounds, lifestyles and perspectives will lead to innovative thinking. And we work hard to promote an environment where all employees feel valued and included.



## France Employees | Gender Split



# What is the gender pay gap ?

Under the French Government's new Gender Pay Gap regulation<sup>1</sup>, companies with more than 250 employees in France are required to report their gender pay gap for all legal entities in the country. The French Government regulations have five key requirements:

1	Reporting the differences in mean pay between men and women calculated on the basis of equivalent <b>hourly (or daily) pay rates</b> , including variable paid and benefits in kind (if eligible)	<b>% Difference</b> <b>-0.002</b>	
2	Reporting the differences in <b>salary increases</b> between men and women — <b>% of Female or Male receiving an increase</b>	<b>% Female</b> <b>61</b>	<b>% Male</b> <b>67</b>
3	Reporting the differences in <b>promotions</b> between men and women — % of Female or Male promoted	<b>% Female</b> <b>29</b>	<b>% Male</b> <b>9</b>
4	Reporting the percentage of salary increases processed for women <b>on return from, or during, maternity leave</b>	<b>% Female</b> <b>100</b>	
5	Reporting how many females are in the <b>10 highest paid remuneration group</b>	<b>Female</b> <b>2</b>	
<i>Those requirements allow to determine a notation /100 as measure of the Gender Pay Gap. Any legal entity having less than 75pts/100 need to take corrective action to reduce the gap. All French entities obtained over 75pts for 2018</i>		<b>Index Score</b> <b>&gt;75</b>	

<sup>1</sup> Further information on the French Gender Pay Gap reporting requirements can be accessed from the following link:  
<https://travail-emploi.gouv.fr/actualites/l-actualite-du-ministere/article/publication-du-decret-index-de-l-egalite-femmes-hommes>

# Summary for Thermo Fisher Scientific

Thermo Fisher Scientific employed over 1039 people across three different legal entities covered by the regulations (for >250 employees) within France. Thermo Fisher Scientific is, therefore, required to publish data for three separate business entities. Detailed below are the aggregate results for those three entities, with the full breakdown for each applicable business entity.

Thermo Fisher Business Entities with over 250 Employees	No. of relevant employees In each entity	Proportion of male & female salaries in each business entity (all tracks & categories) (F   M)	Weighted difference In hourly (or daily) pay between male and female employees (%)	Proportion of female   male employees who received an increase in salary (excl promotion) (F   M)	Weighted difference between male and female employees who received an increase in salary (excl promotion) (%)	Proportion of female   male employees who received a promotion (F   M)	Weighted difference In hourly pay between male and female employees who received a promotion (%)	Proportion of female who received an increase in salary on return from, or during, maternity leave (%)	Proportion of female   male among the 10 highest salaries in the legal entity (F   M)	Gender Pay - Index Score
Patheon France Sas	362	40.954 / 41.543	-6,20%	26% / 28.4%	2,35%	21% / 18.5%	-1,49%	100%	3 / 7	88
Fisher Scientific Sas	317	38.266 / 54.541	9.80%	84.1% / 72.8%	-9.99%	9.4% / 7%	-1.99%	100%	2 / 8	82
Thermo Electron Sas	360	45.888 / 53.340	-3.27%	89.8% / 85.8%	-4.38%	8% / 4.6%	-4.38%	100%	1 / 9	76
<b>Total Across 3 entities</b>	<b>1039</b>	<b>41.621 / 49.302</b>	<b>-0.002%</b>	<b>61% / 67%</b>	<b>-4.00%</b>	<b>29% / 9%</b>	<b>-1.86%</b>	<b>100%</b>	<b>6 / 24</b>	<b>-</b>

## Closing the Gap

Our ambition is to close the gap. To achieve this, we are committed to delivering a wide range of initiatives to improve how we attract, engage and develop women in our workplace.

**Thermo Fisher Scientific are also committed to a pay-for-performance culture, ensuring we reward our employees according to their contribution to our business.**

At Thermo Fisher Scientific, our mission is **to enable our customers to make our world healthier, cleaner and safer**, and everything we do is grounded in our company values of **Integrity, Intensity, Innovation and Involvement**. These values guide our interactions with our customers and our colleagues, creating a culture where diverse perspectives are not only accepted, but are fully encouraged. Our 70,000 colleagues are empowered to make a difference, so that we can all fulfill our potential and our own career aspirations. Employee involvement, nurturing employees' professional growth and fostering an environment where everyone feels included and valued are key to our success.

**82/100** **==** *The averaged Index score across the French Thermo Fisher Scientific group companies measured for the purposes of calculating our gender pay gap.*

We recognise the need to continually take steps to close this gap. This is embodied in our corporate commitment to Diversity and Inclusion. The primary issues we need to tackle to address our gender pay gap are:

- 1** We need to increase the proportion of women in leadership roles, and
- 2** We need to take measures to increase the ratio of women in some higher paying technical roles.

**D**iversity and Inclusion (D&I) at Thermo Fisher Scientific is integral to our company's growth strategy and aligns with our company values. For our employees, D&I means creating a global environment that embraces and leverages the unique qualities and differences of every individual employee. As part of our D&I activities, we run successful Women's Employee Resource Group (ERGs) that are committed to making Thermo Fisher Scientific one of the world's most admired companies by fostering the advancement of women and building a company culture in which female colleagues are recruited, valued, developed, retained and promoted globally.

We have 45 Women's ERGs around the world and, within France, we have two chapters. The French Women's ERG activities include organizing a range of events, such as discussion groups, lunch & learn events, roundtables with company leadership. For example, each year the ERG in our main site in Paris arranges events to celebrate 'International Women's Day' sharing great stories and female successes, and spotlighting female colleagues.

Additionally, as part of our D&I activity in France, Leaders and people managers across our sites undergo 'Valuing Diversity & Inclusion at Thermo Fisher' training, designed to establish a shared understanding, common definition and language regarding diversity and inclusion.



## Other HR Benefits

We are committed to ensuring our female colleagues get the best support possible through a range of competitive HR benefits. We offer a generous enhanced maternity & paternity pay scheme to enable female colleagues to take the time they need with their new family before returning to work. In addition to this, we also offer all colleagues the opportunity for flexible work arrangements, which helps balance the needs of working lives with personal lives.



## Becoming a Most Admired Company

As part of our 2030 Vision, we aspire to become One of the World’s Most Admired Companies. This requires a constant commitment to ensuring our colleagues feel their voices are heard, that they know they are valued and they are proud to work at Thermo Fisher.

We always strive to improve, but are very proud of our encouragement, engagement and promotion of women in our workplace. This was recently recognised when Thermo Fisher Scientific was awarded the global accolade by the Women’s Choice Award body as of one of the :

**“ Best Companies to Work For ”**

## In Conclusion

*We are committed to empowering colleagues to focus on their professional and personal growth to foster an environment where **everyone** feels included and valued and there is equal opportunity to develop a successful career. Our publicly stated focus for 2019 is to:*

- 🌐 Continue shaping our culture, behavior and mind set by promoting diversity of thought and involving colleagues at all levels, disciplines and demographics
- 🌐 Strengthen education and awareness by embedding key Diversity and Inclusion concepts and principles into talent development offerings
- 🌐 Expand the influence and contribution of our employee resource groups