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Our 2018 Gender Pay Gap Results

Published 29 March 2019

A Message from our General Manager



In 2017, the UK Government introduced new legislation requiring all employers with 250 or more employees to report, on an annual basis, statutory calculations showing particular pay information by gender. This is our second report and presents our 2018 Gender Pay Gap Results.

We continue to be committed to maintaining a culture of inclusion in which people from all backgrounds can fully contribute to the growth and success of our business. Attracting, developing and advancing diverse talent at all levels is critical to our business and is an essential element of our inclusive, innovative workplace.

Tim Sheppard
*SVP & General Manager,
Northern Europe*

At a Glance

Our Gender Pay Gap Disclosures

The table below summarises our gender pay results for all IQVIA™ UK businesses.

Pay and Bonus Gap

	Difference between men and women	
	Median	Mean
Women's hourly rate is:	23.4% (lower)	25.2% (lower)
Women's bonus amount paid is:	43.6% (lower)	53.5% (lower)

Proportion Receiving Bonus Pay

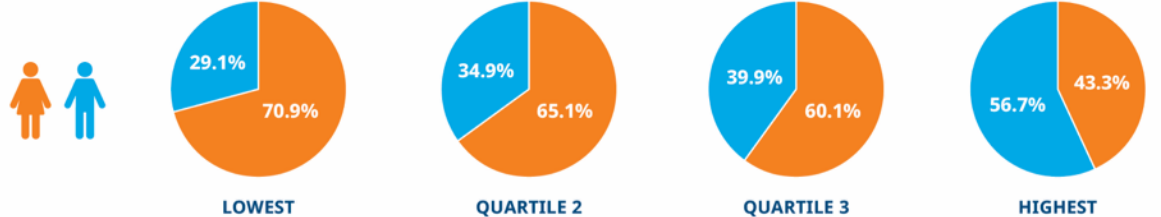


What These Results Show

The gender pay gap law measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It does not reflect equality of pay for equal roles.

The following chart shows the gender distribution (balance of female and male employees) and corresponding pay gap in our business across four equally-sized pay quartiles, each containing approximately 900 IQVIA UK colleagues.

Pay Quartiles



	LOWEST	QUARTILE 2	QUARTILE 3	HIGHEST
Median	-0.5% (higher)	1.0% (lower)	4.8% (lower)	6.8% (lower)
Mean	1.3% (lower)	0.8% (lower)	2.5% (lower)	13.7% (lower)

Statutory Disclosures

Our Legal Entities

IQVIA UK held more than ten legal entities during the 2018 gender pay gap reporting period. Under the UK Government's regulations we are required to report certain gender pay information for all entities with 250 or more employees. We have, however, chosen to voluntarily report on all our legal entities regardless of the number of employees.

IQVIA AG

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	8.4% (lower)	13.8% (lower)
Women's bonus amount paid is:	2.4% (lower)	37.3% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	40.0%	25.8%	32.3%	22.6%
Male	60.0%	74.2%	67.7%	77.4%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

IQVIA Solutions UK Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	0.8% (lower)	8.2% (lower)
Women's bonus amount paid is:	12.6% (lower)	37.8% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	41.7%	54.2%	46.9%	40.8%
Male	58.3%	45.8%	53.1%	59.2%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

IQVIA Solutions HQ Ltd.

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	22.0% (lower)	25.5% (lower)
Women's bonus amount paid is:	59.0% (lower)	50.8% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	67.6%	54.1%	42.1%	31.6%
Male	32.4%	45.9%	57.9%	68.4%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

IQVIA World Publications Ltd.

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	20.3% (lower)	19.0% (lower)
Women's bonus amount paid is:	37.7% (lower)	54.7% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	50.4%	50.8%	36.4%	32.8%
Male	49.6%	49.2%	63.6%	67.2%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Statutory Disclosures

IQVIA Technology Services Ltd.

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	24.9% (lower)	18.4% (lower)
Women's bonus amount paid is:	69.5% (lower)	66.8% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	40.0%	9.1%	18.2%	18.2%
Male	60.0%	90.9%	81.8%	81.8%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Dataline Software Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	52.7% (lower)	56.1% (lower)
Women's bonus amount paid is:	-	-

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	33.3%	0.0%	0.0%	0.0%
Male	66.7%	100.0%	100.0%	100.0%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Optimum Contact Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	50.0% (lower)	44.9% (lower)
Women's bonus amount paid is:	33.3% (lower)	-35.1% (higher)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	100.0%	42.9%	14.3%	12.5%
Male	0.0%	57.1%	85.7%	87.5%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

IQVIA Ltd.

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	18.3% (lower)	20.4% (lower)
Women's bonus amount paid is:	30.6% (lower)	52.7% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	75.9%	70.2%	68.0%	53.1%
Male	24.1%	29.8%	32.0%	46.9%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Statutory Disclosures

IQVIA IES UK Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	-2.9% (higher)	6.1% (lower)
Women's bonus amount paid is:	-25.5% (higher)	16.9% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	57.8%	75.7%	66.0%	62.5%
Male	42.2%	24.3%	34.0%	37.5%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

IQVIA Biotech Ltd

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	8.9% (lower)	16.1% (lower)
Women's bonus amount paid is:	14.5% (lower)	34.5% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	82.8%	76.7%	76.7%	64.5%
Male	17.2%	23.3%	23.3%	35.5%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Q Squared Solutions Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	10.6% (lower)	16.9% (lower)
Women's bonus amount paid is:	20.8% (lower)	12.4% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	76.6%	70.3%	69.9%	62.5%
Male	23.4%	29.7%	30.1%	37.5%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Drugdev Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	23.2% (lower)	29.4% (lower)
Women's bonus amount paid is:	93.8% (lower)	98.7% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	45.5%	54.5%	54.5%	33.3%
Male	54.5%	45.5%	45.5%	66.7%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Statutory Disclosures

Foresight Group International UK Ltd.

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	37.6% (lower)	32.8% (lower)
Women's bonus amount paid is:	38.9% (lower)	35.7% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	66.7%	33.3%	25.0%	50.0%
Male	33.3%	66.7%	75.0%	50.0%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Declaration

We confirm the IQVIA UK gender pay gap figures are accurate and meet the requirements of Her Majesty's Government Equalities Office regulations.

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IMS Health & Quintiles are now

