



Our 2020 Gender Pay Gap Results



A Message from our General Manager



Since 2017, the UK Government has required all employers with 250 or more employees to report, on an annual basis, statutory calculations showing particular pay information by gender.

Since then, we have shared and analysed our Gender Pay Gap on an annual basis and have identified a range of ongoing actions to address our Gender Pay Gap over time.

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, collaborative and innovative workplace.

Tim Sheppard
*SVP & General Manager,
North Europe*

At a Glance

Our Gender Pay Gap Disclosures

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

Median & Mean Gender Pay Gap:

	Median	Mean
Women’s hourly rate is:	18.7% (lower)	23.9% (lower)

Median & Mean Gender Bonus Gap:

	Median	Mean
Women’s bonus amount paid is:	9.98% (lower)	67.4% (lower)

Proportion Receiving Bonus Pay

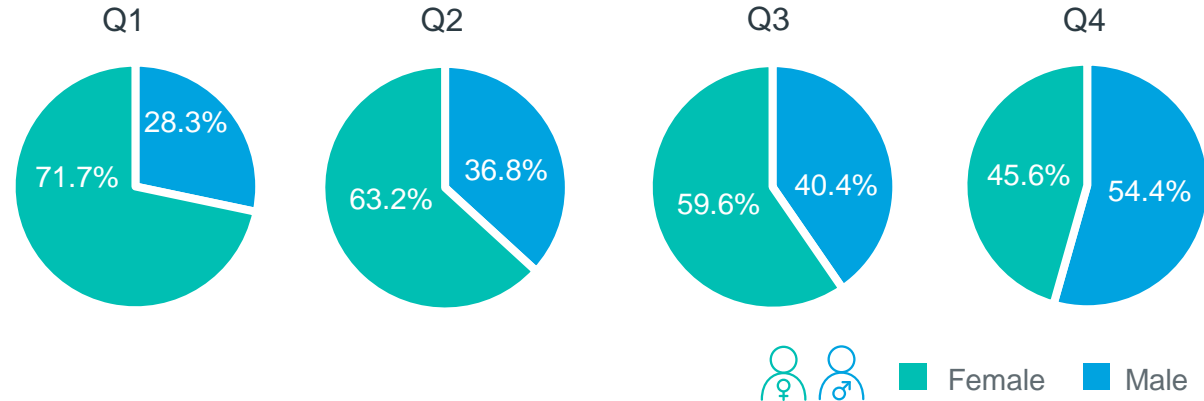


What These Results Show

The gender pay gap law measures the difference between the mean and median earnings of all male and female employees and also shows the gender distribution in the pay quartiles, irrespective of their role or seniority. In addition, it shows the proportion of men and women who receive bonus. It does not reflect equality of pay for equal roles.

The following chart shows the gender distribution (balance of female and male employees) in our business across four equally-sized pay quartiles, each containing approximately 1,045 IQVIA UK colleagues. The pay quartiles are labelled Q1 to Q4 from lowest to highest.

Gender distribution by pay quartiles



Statutory Disclosures

Our Legal Entities

Under the UK Government's regulations we are required to report certain gender pay information for all entities with 250 or more employees, which represents four legal entities.

IQVIA RDS UK HOLDINGS LTD.

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	9.2% (lower)	17.8% (lower)
Women's bonus amount paid is:	23.7% (lower)	66.9% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	75.7%	65.7%	71.7%	55.5%
Male	24.3%	34.3%	28.3%	44.5%

Proportion receiving bonus pay



Females who received bonus pay



Males who received bonus pay

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Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	13.6% (lower)	16.6% (lower)
Women's bonus amount paid is:	16.1% (lower)	26.0% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	76.2%	73.9%	72.5%	67.4%
Male	23.8%	26.1%	27.5%	32.6%

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:	10.5% (lower)	17.3% (lower)
Women's bonus amount paid is:	29.45% (lower)	63.3% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	50.0%	48.1%	42.2%	33.1%
Male	50.0%	51.9%	57.8%	66.9%

Proportion receiving bonus pay



Females who received bonus pay



Males who received bonus pay

IQVIA IES UK LIMITED

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	11.9% (lower)	11.1% (lower)
Women's bonus amount paid is:	15.3% (lower)	30.3% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	74.7%	74.0%	65.0%	59.0%
Male	25.3%	26.0%	35.0%	41.0%

Proportion receiving bonus pay



Females who received bonus pay



Males who received bonus pay

*Quartiles are labelled 1 to 4 from lowest to highest.

Statutory Disclosures

Declaration

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



Tim Sheppard
SVP & General Manager,
Northern Europe



Kevin Turland
Director,
IQVIA Limited