



Hammersmith Medicines Research

Our 2019 Gender Pay Gap Report

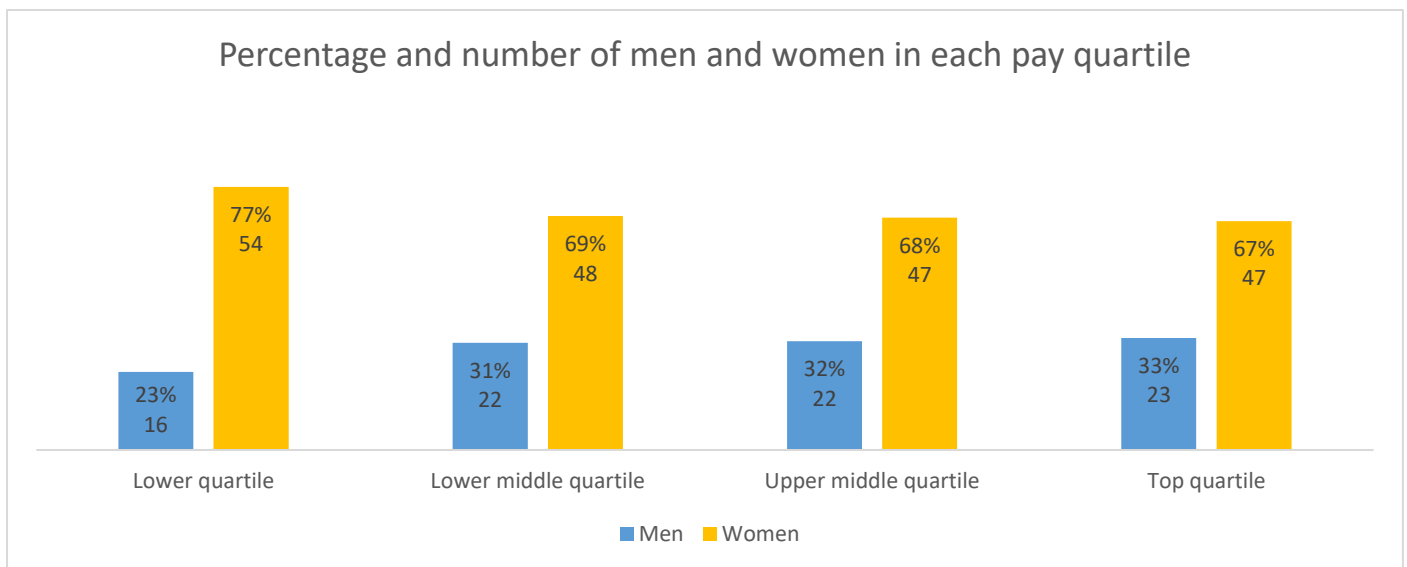
We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are required to publish the results on our own website and a government website.

We've done six calculations that show the difference between the average earnings of men and women in our organisation. We don't publish individual employees' data.

We use the results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.



Mean Gender Pay Gap: On average, men are paid 15.8% more than women

Median Gender Pay Gap: The median hourly rate for men is 8.0% higher than for women