

Babylon

Gender Pay Report

2022

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Babylon - Gender Pay Report

Introduction from Samira Lowman, Chief People Officer



At Babylon we have a clear mission. **To put an accessible, affordable health service in the hands of every person on earth.** Everything else flows from this: our values and the way we behave; the people we seek; the manner in which we recruit; what we expect; how we reward; and the way we work with each other every day to deliver our mission.

We strongly believe that equal work deserves equal pay. Babylon has a job architecture that provides a consistent framework allowing us to better understand how we pay across our different roles. We reward delivery and experience, treating everyone equally, regardless of gender or protected characteristic. We look to hire, promote and reward great Babylonians!

At Babylon, the business is divided into two entities: Babylon Healthcare Services Limited has a higher number of women across all pay quartiles which during the time period for this report has resulted in a gender pay gap in favour of females. Babylon Partners Limited, which includes our technology division, tends to be male dominated, and therefore has a gender pay gap in favour of males.

We are committed to diversity, equity, and inclusion and this report highlights the steps we are taking to support women, not just in the United Kingdom, but globally.

UK Gender Pay Gap Reporting

What is it?

In 2017, the UK Government introduced new legislation which requires us to publish our gender pay figures. All companies with 250 or more employees in Great Britain must publicly share their own gender pay gap figures each year by employing entities. The gender pay gap is a measure of the difference between the mean and median earnings of men and women across the company.

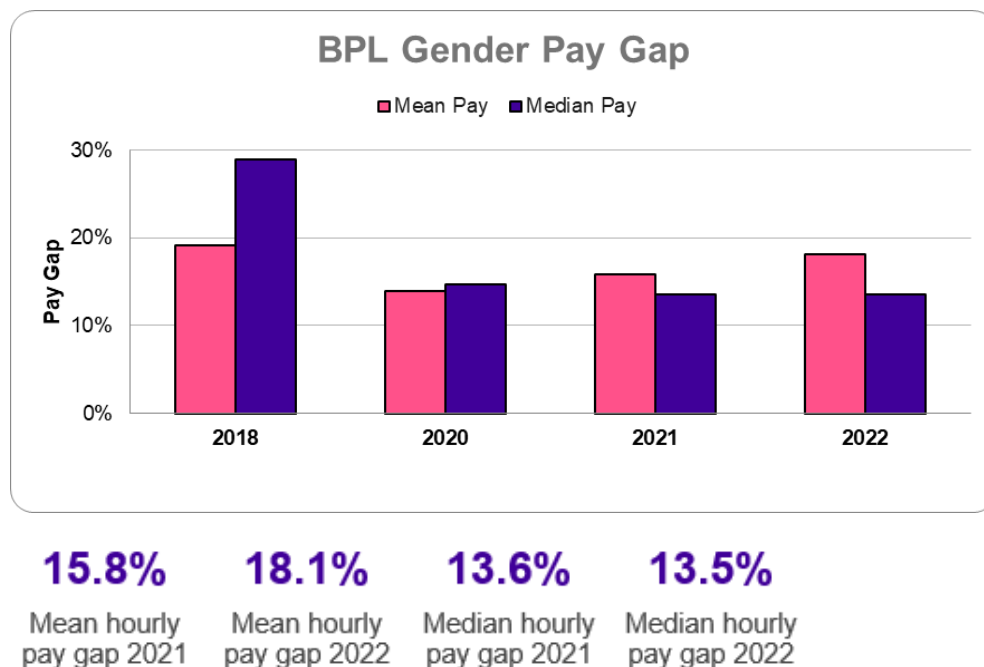


Babylon UK comprises Babylon Partners Limited (BPL) and Babylon Healthcare Services Limited (BHSL). We show the proportion of men and women by pay quartiles, which are calculated by arranging the pay for each Babylonian from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of men and women in each of the groups.

This report summarises the gender pay gap, measures the difference between men and women's average pay within the organisation, regardless of their role or work level. It is not an analysis of equal pay, which compares the pay of men and women who perform the same role or roles of equal value.

Babylon Partners Limited - BPL

Mean and Median Pay Gap



Babylonians working for Babylon Partners Limited (BPL) are our Product, Technology, and Support Services employees. Since 2018, there has been an overall downward trend in the median pay gap, from 28.9% in 2018 to 13.5% in 2022, and remains fairly static from 2021 to 2022. While there is also an increase in the mean pay gap between men and women between 2021 to 2022, the gap has still decreased from where we were in 2018. We continue to be committed to reducing the gender pay gap further, and the first step is understanding the disparity.

Our gender pay gap is created by having a higher male population and more men in senior positions, which is consistent with the under-representation of women at senior levels across the technology industry. Despite these industry-wide challenges, we are actively working to improve this disparity.

	Female	Male
Upper Quartile	25.0%	75.0%
Upper Middle Quartile	25.5%	74.5%
Lower Middle Quartile	36.6%	63.4%
Lower Quartile	57.2%	42.8%
Total	36.1%	63.9%

	Proportion of Women		
	2022	2021	2020
Upper Quartile	25.0%	25.0%	23.0%
Upper Middle Quartile	25.5%	29.0%	29.0%
Lower Middle Quartile	36.6%	33.0%	29.0%
Lower Quartile	57.2%	53.0%	56.0%

Representation at the upper quartile remains static between 2021 and 2022 with a slight shift of more women moving into the lower pay quartiles from 2021 to 2022, reflecting the slight increase in the mean gender pay gap between these two years. The number of people in BPL who identify as female has also

reduced slightly from 34.1% in April 2021 to 33.8% in April 2022.

Mean and Median Bonus Gender Pay Gap

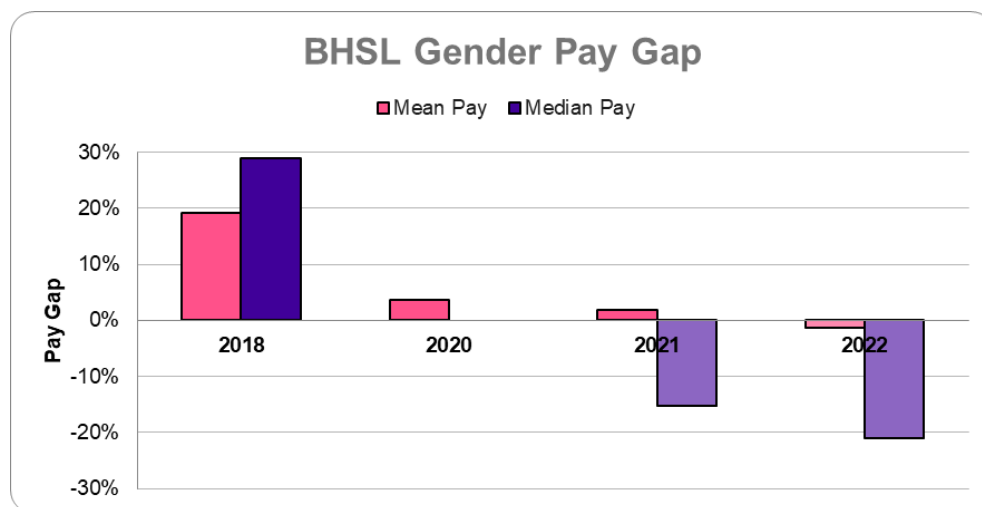
As required by the regulations, bonus payments to be included are 'any extra reward payment for work undertaken'. While Babylon has historically not paid bonuses over the last couple of years there have been a few cash awards paid, for example, referral schemes. Babylon is listed on the New York Stock Exchange, and we have made some incentives in terms of equity which are also included in the analysis.

	Mean Bonus	Median Bonus	Proportion of Men Receiving a bonus	Proportion of Women Receiving a bonus
2020	-55.8%	-71.4%	8.8%	2.9%
2021	19.8%	23.1%	15.8%	12.1%
2022	-41.4%	-59.9%	2.2%	3.3%

As the bonuses paid have been very ad hoc in nature, they do not represent any trend. As any equity awarded is based on job level, role and job performance, this population will change year on year.

Babylon Health Services Limited - BHSL

Mean and Median Pay Gap



1.9%

Mean hourly
pay gap 2021

-1.4%

Mean hourly
pay gap 2022

-15.3%

Median hourly
pay gap 2021

-21.0%

Median hourly
pay gap 2022

Babylon Health Services Limited (BHSL) employs clinicians and clinical support to deliver excellent care to our patients. The median pay gap has moved from 0% in 2020 to -21% in 2022 due to the proportion of women in each quartile. Although there hasn't been such a drastic change in the mean, this has decreased from 3.7% in 2020 to -1.4% in 2022. This overall low mean pay gap is representative of the clinical pay structure in place at Babylon.

In BHSL, we employ significantly more women than men, 70% female in 2021 compared to just over 75% in 2022. The BMA [reported](#) (May 2021) an overall gender pay gap of 33.5% for GPs and other roles, mostly due to the under-representation of women in the highest paid positions, grades, and specialties. This reinforces the need to ensure we continue to provide opportunities for women in clinical roles to take more senior roles to maintain a competitive edge.

	Female	Male
Upper Quartile	70.7%	29.3%
Upper Middle Quartile	84.1%	15.9%
Lower Middle Quartile	70.3%	29.7%
Lower Quartile	72.0%	28.0%
Total	74.3%	25.7%

	Proportion of Women		
	2022	2021	2020
Upper Quartile	70.7%	62.0%	67.0%
Upper Middle Quartile	84.1%	84.0%	74.0%
Lower Middle Quartile	70.3%	62.0%	66.0%
Lower Quartile	72.0%	71.0%	75.0%

In 2022, we saw an increase in the number of women in the upper and lower middle quartiles (8.7% and 8.3% increases respectively), with the upper middle and lower quartiles remaining fairly static (0.1% and 1% respectively).

Mean and Median Bonus Gender Pay Gap

As required by the regulations, bonus payments to be included are 'any extra reward payment for work undertaken'. While Babylon has historically not paid bonuses over the last couple of years there have been few cash awards paid, for example, referral schemes. As Babylon is listed on the New York Stock Exchange, we have seen some incentives in terms of equity which also must be included in the analysis.

	Mean Bonus	Median Bonus	Proportion of Men Receiving a bonus	Proportion of Women Receiving a bonus
2020	-12.4%	63.6%	4.1%	2.8%
2021	50.2%	97.8%	19.0%	12.7%
2022	100.0%	100.0%	0.5%	0.0%

As the bonuses paid have been very ad hoc in nature, they do not represent any trend. Due to equity being awarded based on job level, role and job performance and the fact that clinical roles typically are not eligible for equity awards this population will change year on year.

What's next?

The statistics are great at keeping us accountable, but what's even better is the action that follows from them. Babylon is committed to equality in the workplace.

We encourage a workforce as diverse as the patients we serve and recognise this through working with our leaders and our Power of Diversity Groups (PODs) to create a culture of inclusivity. Our PODs are Women in Tech & Health (WITH), LGBTQ+, Babylon Black Alliance Network, Interfaith and all their allies around the globe. The PODs and networks celebrate inclusivity and diversity in life and at work and are integral to the Babylon culture.

In 2022 and 2023 we have organised the following:

- To recognise and celebrate the amazing women at Babylon, and the work they do, the WITH POD held International Women's Day events in 2022 and 2023
- In collaboration with the Like Minded Females (LMF) Network, members of the WITH POD had the opportunity to sign up to a mentoring programme either as a mentor, or a mentee
- Focusing on women's health a menopause awareness session took place in October 2022

Our action plan

We know that we have work to do to reduce our gender pay gap and we are committed to this. At Babylon, we live our values and behaviours the best when our workforce reflects the world around us and has a culture where everyone feels they belong. We will continue to work on our talent strategy and commit to maintaining and growing diversity through the following actions.

Hiring Babylonians:

- Continue to place importance around an environment that encourages flexible, remote and hybrid working (role permitting)
- Encourage a diverse pipeline by screening diverse pool of candidates
- Proactively market and advertise our career opportunities by diversifying our channels and partnerships to attract a more diverse intake
- Encourage hiring managers to seek diversity in their talent pools
- Continue to develop hiring guidelines that include structured interviews based on Babylon behaviours in order to consistently mitigate biases from our process or when making decisions
- Ensure interview panels include diverse/female representation

We will continue to focus on:

- Supporting the professional development of women, in particular, within the technology and product divisions
- Celebrating events such as International Women's Day, in collaboration with the WITH POD and promoting women's health internally and externally
- Reviewing our family friendly policies
- Posting new roles for all applicants to be fairly reviewed and assessed for roles

Statutory declaration

I confirm that the information and data provided in this report is accurate and in line with the requirements of the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read 'S. Lowman', written over a light grey rectangular background.

Samira Lowman

Chief People Officer



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