



Our 2017 Gender Pay Gap Results

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A Message from our General Manager



Under a new legislative requirement in the United Kingdom (UK), all employers with 250 or more employees must report statutory calculations showing the size of their gender pay gap. This document presents our complete 2017 Gender Pay Gap Results.

We are 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 an essential element of our inclusive, innovative workplace.

Tim Sheppard

*General Manager,
UK, Ireland and Northern Europe*

At a Glance

Our Gender Pay Gap Results

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

Pay and Bonus Gap

Difference between men and women

	Median	Mean
Women's hourly rate is:	22.2% (lower)	25.9% (lower)
Women's bonus amount paid is:	46.0% (lower)	52.7% (lower)

Proportion receiving bonus pay

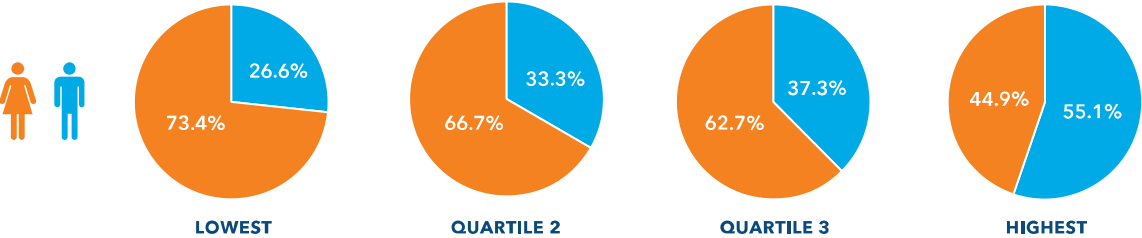


What These Results Show

The gender pay gap measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. It is not about 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 750 IQVIA UK colleagues.

Pay Quartiles



	LOWEST	QUARTILE 2	QUARTILE 3	HIGHEST
Median	-1.3% (higher)	-2.0% (higher)	5.3% (lower)	9.3% (lower)
Mean	0.0% (equal)	-1.2% (higher)	2.1% (lower)	9.6% (lower)

Statutory Disclosures

Our Legal Entities

IQVIA UK held more than ten legal entities during the 2017 gender pay gap reporting period, some that did not employ people. Under the UK Government's regulations we are required to report our gender pay gap information for each of these entities, as set out below.

IMS AG UK

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	7.5% (lower)	10.3% (lower)
Women's bonus amount paid is:	6.1% (lower)	55.0% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	35.5%	28.1%	31.3%	21.2%
Male	64.5%	71.9%	68.8%	78.8%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

IMS Health HQ Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	15.4% (lower)	23.6% (lower)
Women's bonus amount paid is:	47.9% (lower)	64.6% (lower)

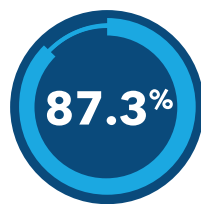
Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	61.8%	51.4%	51.4%	33.3%
Male	38.2%	48.6%	48.6%	66.7%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

IMS Health Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	5.3% (lower)	13.0% (lower)
Women's bonus amount paid is:	21.3% (lower)	32.5% (lower)

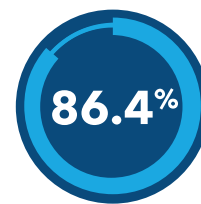
Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	51.1%	51.1%	45.8%	35.4%
Male	48.9%	48.9%	54.2%	64.6%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

IMS Health Technology Services Limited

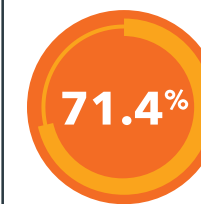
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	30.8% (lower)	30.4% (lower)
Women's bonus amount paid is:	65.6% (lower)	55.3% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	33.3%	20.0%	10.0%	10.0%
Male	66.7%	80.0%	90.0%	90.0%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Statutory Disclosures

Our Legal Entities

IQVIA UK held more than ten legal entities during the 2017 gender pay gap reporting period, some that did not employ people. Under the UK Government's regulations we are required to report our gender pay gap information for each of these entities, as set out below.

IMS World Publications Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	15.3% (lower)	20.0% (lower)
Women's bonus amount paid is:	31.3% (lower)	55.3% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	60.8%	40.8%	48.0%	29.6%
Male	39.2%	59.2%	52.0%	70.4%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Quintiles Commercial UK Ltd

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	6.7% (higher)	14.0% (lower)
Women's bonus amount paid is:	4.5% (higher)	26.3% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	63.6%	71.2%	81.5%	63.0%
Male	36.4%	28.8%	18.5%	37.0%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Novella Clinical Limited

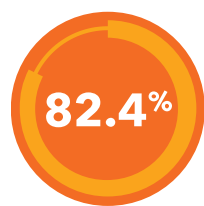
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	23.0% (lower)	26.3% (lower)
Women's bonus amount paid is:	37.5% (lower)	50.6% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	78.6%	78.6%	72.4%	69.0%
Male	21.4%	21.4%	27.6%	31.0%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Q Squared Solutions Limited

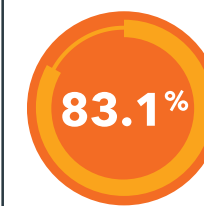
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	14.9% (lower)	13.8% (lower)
Women's bonus amount paid is:	24.1% (lower)	15.4% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	74.2%	75.0%	62.8%	66.5%
Male	25.8%	25.0%	37.2%	33.5%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Statutory Disclosures

Our Legal Entities

IQVIA UK held more than ten legal entities during the 2017 gender pay gap reporting period, some that did not employ people. Under the UK Government’s regulations we are required to report our gender pay gap information for each of these entities, as set out below.

IQVIA Ltd (previously Quintiles Limited)

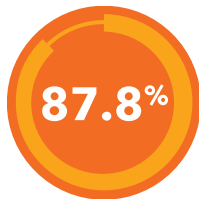
Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	15.9% (lower)	23.8% (lower)
Women's bonus amount paid is:	28.7% (lower)	41.2% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	77.6%	70.8%	75.0%	55.7%
Male	22.4%	29.2%	25.0%	44.3%

Proportion receiving bonus pay



FEMALES WHO RECEIVED BONUS PAY



MALES WHO RECEIVED BONUS PAY

Themis Limited

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	8.2% (lower)	19.8% (lower)
Women's bonus amount paid is:	34.0% (lower)	54.6% (lower)

Gender distribution (quartiles)

Gender	Q1	Q2	Q3	Q4
Female	44.4%	44.4%	30.0%	30.0%
Male	55.6%	55.6%	70.0%	70.0%

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.



Tim Sheppard
General Manager,
UK, Ireland and Northern Europe



Alasdair MacDonald
Vice President & Head of Legal,
Europe - Quintiles Limited

IMS Health & Quintiles are now

