



# Our 2023 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.

At IQVIA, we believe that diversity, inclusion, and belonging empower our mission to accelerate innovation for a healthier world. When our talented employees bring their authentic selves and their diverse experiences to work, they enable us to accomplish extraordinary things.

**Tim Sheppard**  
*SVP & General Manager,  
North Europe*

# 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 three legal entities.

### IQVIA Ltd

#### Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	14.2% (lower)	16.4% (lower)
Women's bonus amount paid is:	44.5% (lower)	54.5% (lower)

#### Gender distribution by pay quartiles\*

Gender	Q1	Q2	Q3	Q4
Female	59.4%	60.3%	51.4%	42.3%
Male	40.6%	39.7%	48.6%	57.7%

#### 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:	-5.0% (higher)	4.2% (lower)
Women's bonus amount paid is:	2.0% (lower)	21.7% (lower)

#### Gender distribution by pay quartiles\*

Gender	Q1	Q2	Q3	Q4
Female	70.0%	62.6%	70.0%	67.3%
Male	30.0%	37.4%	30.0%	32.7%

#### 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:	27.4% (lower)	20.8% (lower)
Women's bonus amount paid is:	46.8% (lower)	38.1% (lower)

#### Gender distribution by pay quartiles\*

Gender	Q1	Q2	Q3	Q4
Female	75.4%	72.5%	58.0%	54.4%
Male	24.6%	27.5%	42.0%	45.6%

#### 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 His Majesty's Government Equalities Office regulations.



**Tim Sheppard**  
SVP & General Manager,  
Northern Europe



**Kevin Turland**  
Director,  
IQVIA Limited