

REPORT 2023

Gender Pay Gap



Our Gender Pay Gap in 2023

MSI Reproductive Choices is one of the world's leading providers of sexual and reproductive healthcare, supporting women and girls around the world with contraception, safe abortion and life-saving post-abortion care, so they can determine their futures, on their terms.



Our teams are rooted in the communities they serve, from major cities to rural, hard-to-reach villages, reaching over **93,000 people** every day.

At MSI, we believe that our diversity is our strength and we are committed to fostering a fair and inclusive culture. Gender equality is foundational to our mission, and we are focused on ensuring that there are no barriers or biases in place at MSI that deny equality of opportunity to women or any other group in society.

In line with UK requirements, this report analyses the gender pay gap for UK-based MSI employees, including those working for our UK operation, which provides NHS-funded abortion services through our network of clinics, and those in our London Support Office who support the work of our programmes in 36 countries.

Explaining gender pay gap reporting

WHAT IS THE GENDER PAY GAP?

According to the Office for National Statistics (ONS), the gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women, as a proportion of men's average hourly earnings (excluding overtime).

It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

Gender pay gap reporting can highlight issues with the structural representation of women in organisations and can encourage employers to create positive action plans to address this.

HOW IS THE GENDER PAY GAP DIFFERENT TO EQUAL PAY?

The gender pay gap measures the difference between men and women's average pay. Equal pay, on the other hand, is the legal obligation under the Equality Act 2010 requiring employers to give men and women equal pay if they are employed to do 'like work'.

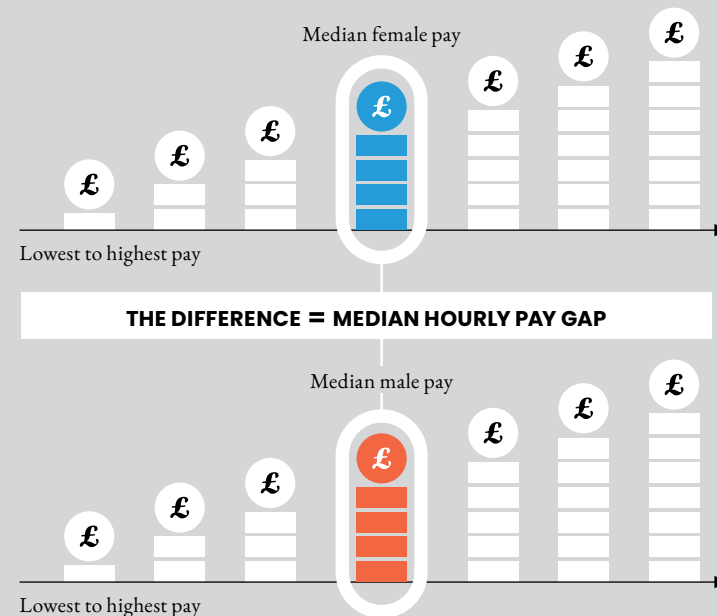
Failing to pay a woman the same pay as a man for doing the same job is likely to be unlawful, whereas having a gender pay gap is not.

An employer providing entirely equal pay between men and women in the same job may still have a large pay gap because, for example, women are in predominantly lower grades or in less well-paying parts of the business.

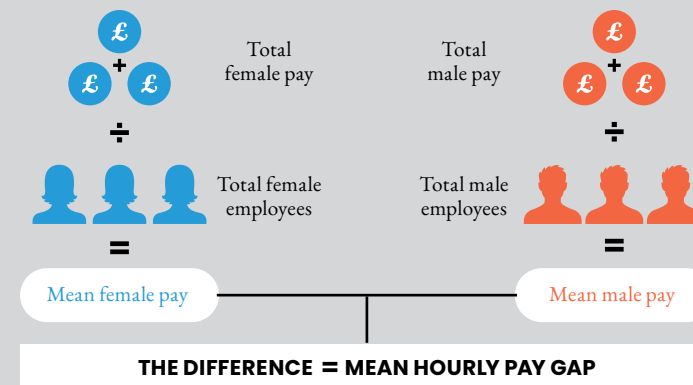
CALCULATING THE GENDER PAY GAP

When talking about the gender pay gap people usually refer to the median figure rather than the mean. The median is the number that falls in the middle of a range when everyone's salaries are arranged from lowest to highest. This is generally accepted as the more representative measure. However, in this report, in line with reporting requirements, we also report our mean pay gap.

HOW WE CALCULATE THE MEDIAN DIFFERENCE



HOW WE CALCULATE THE MEAN DIFFERENCE



Our Gender Pay Gap in 2023

Our overall gender pay gap was calculated based on 699 employees working for MSI Reproductive Choices in the UK on 5th April 2023.

This included 538 people working for MSI's UK operation, which focuses on providing NHS-funded abortion services through our network of clinics, and 161 people in the London Support Office supporting the work of our programmes in 36 countries.

These two workforces are reported together under a single legal entity and the combined median gender pay gap for these two groups is 29.5%, while the combined mean pay gap is 33.9%.

They are, however, two separate workforces with distinct structures and so we have provided an analysis of the gender pay gaps in both. We welcome the opportunity to report on our Gender Pay Gap as doing so supports our goal to build and maintain an equitable and inclusive culture at MSI.

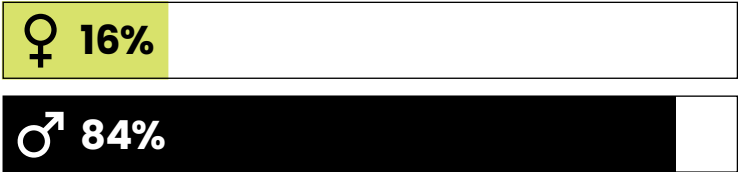
Since we began reporting our gender pay gap in 2017, our combined workforce mean and median figures have reduced to the lowest level they have been.

However, when you look at the breakdown across the two workforce structures, there have been fluctuations over that same period. 2023 data shows that our median pay gap for the London Support Office increased from -5.6% in 2022 to 14%. You can read more about what impacted this on page 4.

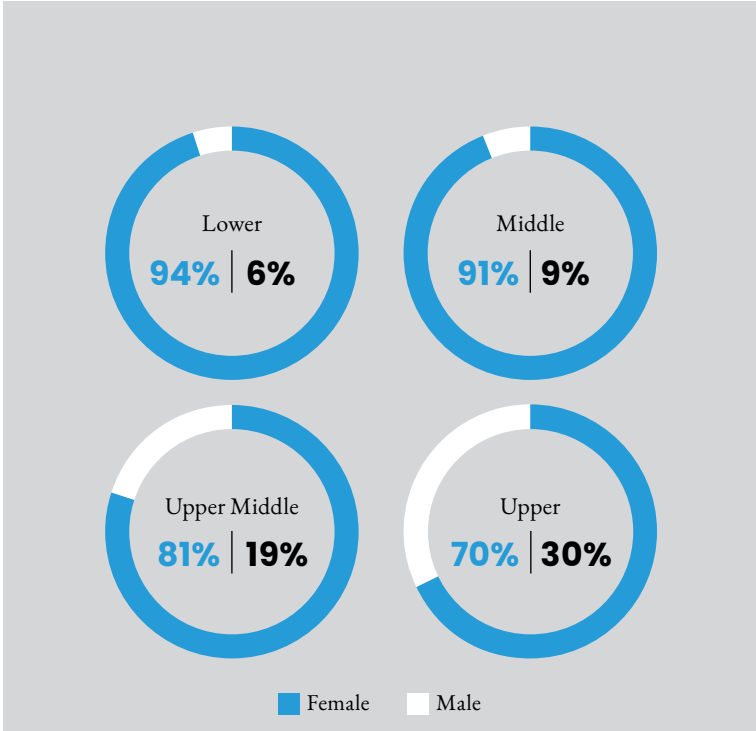
The median pay gap for MSI UK reduced from 32.8% to 28.8% in 2023. The gap for MSI UK is predominantly due to structural issues, which require longer-term change within institutions across the UK healthcare sector.

We are committed to being part of that change, and will continue to work with partners, professional bodies and government departments to address this challenge over the years ahead.

OUR WORKFORCE IS PREDOMINANTLY (84%) FEMALE, AND WE HAVE MORE WOMEN THAN MEN AT EVERY PAY QUARTILE AND LEVEL



MEDIAN GENDER PAY GAP



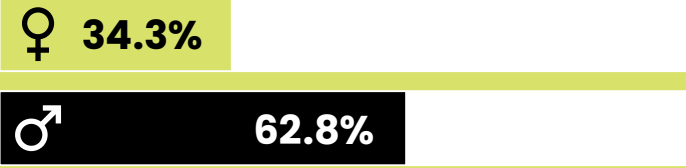
ADDITIONAL PAYMENTS

In 2023, for our combined UK workforce, 34.3% of women and 62.8% of men received an additional payment. The mean bonus gap for this combined group was 71.2% and the median gap was 28.6%.

For our London Support Office, 96.5% of women and 81.3% of men received a bonus at the GSO, with the GSO mean bonus gap sitting at 67.4% and the median bonus gap at -5%. The mean gap reflects the different remuneration structure for staff in the most senior roles.

For MSI UK, 19.5% of women and 49.2% of men received an additional payment, with the mean bonus gap sitting at 78.8% and the median at 55.8%. For MSI UK, additional payments are made based on job role and are disproportionate because we continue to have a larger proportion of males in the upper quartile.

Proportion of men and women receiving an additional payment



Our Gender Pay Gap **in 2023**

MSI's London Support Office: **supporting our global programmes**

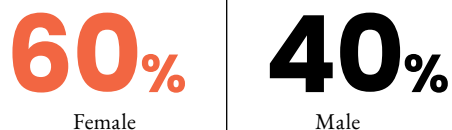
MSI's London Support Office provides strategic and technical support to our programmes around the world. The workforce was made up of 70% female team members and there was a majority of women at every pay quartile and in senior leadership positions.

In 2023, our median pay gap for the London Support Office was 14%, and the mean pay gap was 16.6%. This is reflective of a restructure which took place in early 2023, during which a number of roles that previously fell within the lower and lower middle pay quartiles, and were held by men, were moved from the London Support Office structure into the MSI UK structure.

This resulted in the median rate of pay for men falling at a higher rate, and also increased the mean rate of pay for men at the London Support Office. It has, however, contributed to improvements in the mean and median gaps within MSI UK.

MSI's Leadership

MSI'S GLOBAL EXECUTIVE TEAM



MSI'S GLOBAL BOARD

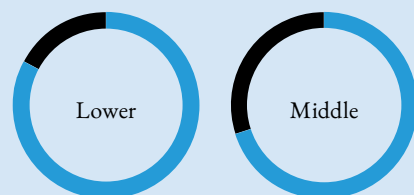


MSI UK: **our UK healthcare operation**

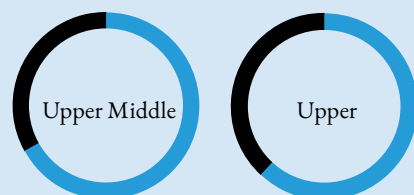
MEDIAN GENDER PAY GAP

14%

PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BAND:



83% | 17% | 70% | 30%



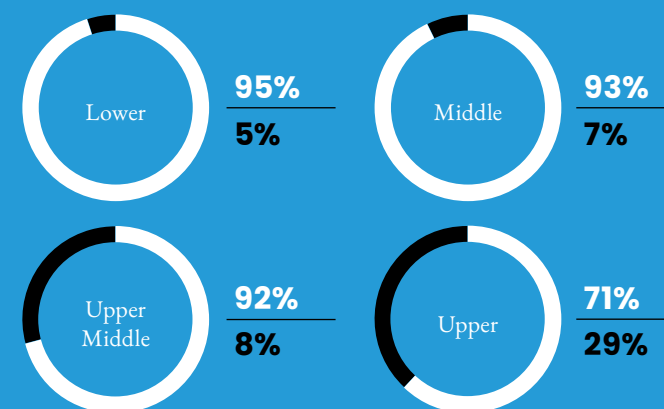
67% | 33% | 62% | 38%

■ Female ■ Male

PROPORTION OF MEN AND WOMEN IN EACH QUARTILE PAY BAND

MEDIAN GENDER PAY GAP:
28.8%

■ Female ■ Male



Our UK clinics division provides NHS-funded abortion and contraception services through a network of centres in England. It operates under a separate structure to the London Support Office, with the UK Managing Director reporting to our Global CEO.

In 2023, the majority (88%) of our workforce in the UK clinics division was female and there were more women than men in each pay quartile.*

The median gender pay gap in the UK Division for 2023 was 28.8% and the mean gender pay gap was 33.9%. While more than half (70%) of our employees in higher paid medical roles were women, there

was a significantly greater proportion of women in lower paid clinical and non-clinical client-facing roles, including nurses, healthcare assistants and call centre operatives (92%).

We are proud that the number of women in medical roles exceeds national trends, and we believe that this is in part due to our ability to offer flexible working, specifically within our early medical abortion team.

However, we know that there is a structural under-representation of women in senior clinical roles throughout abortion care and we will continue to take steps to train and support women to work in senior roles in this specialism.

*The introduction of practicing privileges agreements for all sessional doctors in 2021 necessitated a change in the parameters of our reporting. Our sessional doctors employed on practicing privileges contracts are not employees of MSI UK, and are have therefore not been included in our reporting data since 2020. This is because sessions are invoiced and not paid through the payroll. Sessional doctors who fall within the IR35 guidelines have been included as they are paid through the payroll and are considered MSI employees for tax purposes.

Our focus on **gender equity**

To achieve our strategic goal of making diversity and inclusion, including gender equity, central to our organisational culture, we have a number of projects and initiatives aimed at improving our ability to attract, develop, engage and retain women.

RECRUITMENT

- At the London Support Office, we reviewed and updated our salary structure, making sure that all roles are paid in accordance with labour market data. We also introduced a new, robust job evaluation methodology to ensure that we're taking a consistent and objective approach.
- We continue to embed the core principles of diversity, equality and inclusion into our recruitment processes. In 2023, this included introducing competency questions relating to inclusive practices at work into our interview process.
- We've set clear global objectives around pay equity, and are aiming for every MSI country programme to carry out salary benchmarking at least bi-annually (every other year) by 2025.

LEADERSHIP DEVELOPMENT

- Over 300 women have now attended our Women in Leadership Programme, and we're continuing to roll this out across the partnership.
- We continue to provide coaching support to women across MSI via qualified in-house coaches.
- We continue to provide mentoring opportunities for women across MSI through internal schemes and external programmes such as Mission Include, which is designed to support future leaders to grow and develop alongside creating change and supporting diversity, equity, and inclusion.
- In 2023, we launched our new Female Scholarship Fund, through which three successful women received funding for a professional development opportunity of their choice.
- We're running Q&A sessions for women, in which female role-models and successful leaders within MSI share their stories, learnings and experiences.
- In 2023, we designed an in-house face-to-face DEI training course and ran a training of trainers session on this with HR Leads across the partnership for global roll-out. This half-day training is designed to complement our bespoke e-learning programme, which has now been completed by over 1,300 team members.

POLICY AND PRACTICE REVIEW

- At the London Support Office, we continue to work closely with our Team Member Council on changes to policies and practices, ensuring that there is space for discussion and shared perspectives.
- In 2023, we introduced a new Working Locations policy at the London Support Office, providing greater clarity on how we provide flexibility in working arrangements and ensuring a fair and consistent approach.
- In 2023, we saw our Global Health 50/50 score improve significantly. We also received praise regarding our Menopause Policy, which was the only one of its kind amongst the organisations that were included in Global Health 50/50's 202 review. You can read more about Global Health 50/50 and our participation [here](#).

STRATEGY AND PLANNING

- Our Global Diversity, Equality and Inclusion strategy continues to provide us with a framework that supports our MSI 2030 goals. Our country programmes remain committed to implementing locally developed DEI action plans and we're very proud of the progress we've made so far. You can read more about our commitments to DEI, and learn about our strategy, on our [website](#).
- All MSI countries have developed bespoke DEI action plans based on local priorities, with specific actions focused on gender equity.

We welcome the opportunity to report on our Gender Pay Gap as doing so supports our goal to build and maintain an equitable and inclusive culture at MSI.

This document sets out our gender pay gap for all MSI employees based in the UK, as combined data and split between the two distinct workforces operating in the UK.

I can confirm that the information contained in the report is accurate.



Sue Holland
Global Director of People and Culture
March 2024

MSI'S 2030 STRATEGY COMMITMENT

We commit ourselves to diversity, inclusion and gender equity, acknowledging the benefits that this brings for a truly global organisation. We will ensure all staff are representative of, and sensitive to all the communities we serve, and we will place a particular emphasis on female leadership development.