



Our 2021 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 reporting on an annual basis and have identified a range of ongoing actions to address the results over time.

At IQVIA, we encourage everyone to recognise the contributions that each individual can make in the workplace and continually seek to hire, develop, and retain employees with a broad range of backgrounds and experiences.

To achieve our purpose of improving patient lives, we need to provide innovative solutions for our customers, and to do that it's critical we have a diverse range of thoughts, connections and experiences; we call this unlocking our Connected Intelligence™.

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.

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Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	7.5% (lower)	15.3% (lower)
Women's bonus amount paid is:	-20.0% (higher)	20.9% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	76.4%	69.7%	72.0%	63.6%
Male	23.6%	30.3%	28.0%	36.4%

Proportion receiving bonus pay



Females who received bonus pay



Males who received bonus pay

IQVIA LTD

Gender pay and bonus gap results

	Median	Mean
Women's hourly rate is:	16.6% (lower)	21.7% (lower)
Women's bonus amount paid is:	78.1% (lower)	69.2% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	66.1%	58.4%	57.0%	43.4%
Male	33.9%	41.6%	43.0%	56.6%

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:	-1.7% (higher)	-1.7% (higher)
Women's bonus amount paid is:	-2.2% (higher)	24.4% (lower)

Gender distribution by pay quartiles*

Gender	Q1	Q2	Q3	Q4
Female	61.6%	63.6%	78.2%	65.3%
Male	38.4%	36.4%	21.8%	34.7%

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 Her Majesty's Government Equalities Office regulations.



Tim Sheppard
SVP & General Manager,
Northern Europe



Kevin Turland
Director,
IQVIA Limited