



Biona - Gender Pay Equality Policy

At Biona, all staff, regardless of age, disability, gender, race, religion or belief, sexual orientation, or any other irrelevant distinction, should receive equal pay for the same or broadly similar work, for work rated as equivalent, and for work of equal value. Equal pay between men and women is a legal right under both UK and European legislation. In order to achieve equal pay for employees doing work of equal value, we operate a pay system that is fair, equitable, transparent, based on objective criteria, and free from unlawful bias.

The company will not be required to provide the same pay and benefits if it can prove that the difference in pay or benefits is genuinely due to a material factor that is not tainted by sex discrimination.

The Pay Package:

The Equal Pay Act 1970 covers all aspects of the pay and benefits package, including:

- Basic pay
- Overtime rates and allowances
- Non-discretionary bonuses





- Performance-related benefits
- Severance and redundancy pay
- Access to pension schemes
- Benefits under pension schemes
- Hours of work
- Company cars
- Sick pay
- Holiday pay
- Fringe benefits such as travel allowances

Action to Implement Equal Pay Policy:

Biona intends, through the implementation and monitoring of this policy, to avoid unfair and unlawful discrimination and to reward all staff fairly for the work to which they are appointed or promoted, having regard to their job-related skills, experience, and competencies.





Gender Pay Gap/Equal Pay Policy:

Responsibilities:

Our HR Manager is responsible for implementing this policy.

Complaints:

Complaints or inquiries about the lack of equal pay should, in the first instance, be made to the relevant team manager or our HR manager.

