

B. BRAUN MEDICAL UK LIMITED

GENDER PAY GAP REPORT 2021



We
PROTECT
and
IMPROVE
the
HEALTH
of people around
the world.

INTRODUCTION

At B. Braun we are passionate about our people and we believe every person within our business has a part to play in our vision for the future, helping us to achieve our overall goals. Whatever their role, we trust that our people are skilled in their areas of expertise and have faith in their ability to make decisions with the interest of the business and our colleagues at the core of what they do.

We recognise that the success of our company is attributed to our employees and appreciate the exceptional lengths our employees go to be successful in their careers. As an employer of choice we know we need to be excellent at the things that are really important to our employees. So, not only do we aim to recognise, and compensate our employees fairly and in line with their role, we are also fully committed to ensure that our promises to career development, work-life balance and other great benefits are fulfilled.

The Next Decade Strategy has diversity and inclusion at its core, as we continue to build a workforce that is reflective of our community, customers and the patients that we serve.



A handwritten signature in black ink, consisting of a stylized 'D' and 'O' followed by a long horizontal line.

David Oates
Group Managing Director

GENDER PAY GAP FIGURES

The table below shows the overall gender pay gap figures within B. Braun Medical Ltd. The data is based on the hourly rates of pay taken on the snapshot date of 5th April 2021, and bonuses paid in the year up to 5th April 2021.

B. Braun Medical Ltd				
The difference in mean pay between male and female employees	21.55%			
The difference in median pay between male and female employees	6.7%			
Number of male and female employees in each band		Female	Male	
	Lower	Quartile A	56%	44%
		Quartile B	66%	34%
		Quartile C	55%	45%
	Upper	Quartile D	53%	47%
The difference in mean bonus pay between male and female employees	32.44%			
The difference in median bonus pay between male and female employees	20.46%			
Proportion of male and female employees who received bonus pay	Female 80.00%	Male 88.00%		

UNDERSTANDING OUR GENDER PAY GAP

DIFFERENCE IN PAY

The differences in our 2021 gender pay is largely driven by two factors. Firstly, within our business, men held more of our senior roles, although the numbers of women in senior roles has seen a steady rise over the years. The remainder of the difference can largely be explained by the complexity and diversity of our business and the sectors that we employ across. It is important to acknowledge that our mean gender pay gap increased significantly between 2020 and 2021. A significant part of this increase can be attributed to some exceptional bonus payments that fell within the calculation period.

DIFFERENCE IN BONUS PAY

The differences in bonus pay is a little more complex. Firstly, the same organisational structural differences which affected the difference in pay, also have a significant role to play in our bonus pay gap as highlighted above. In addition, the complexity of our business plays a big factor. We operate different bonus schemes for our sales and marketing colleagues, in comparison to our non-sales colleagues.

The analysis has shown us that whilst within the relevant schemes there is minimal gender pay gap, the differences between the schemes is heavily affected by the fact that more females occupy our non-sales roles in comparison to males. The Sales and Marketing Bonus Scheme typically attracts a higher bonus potential than the Non-Sales Bonus Scheme. We are committed to reviewing our bonus schemes in 2022, including eligibility criteria, to ensure fairness and consistency for all of our people.

CLOSING THE GENDER PAY GAP



Making meaningful changes takes time and investment, both of which we are fully committed to providing. Since 2019, when our Women in Leadership team was formed, a number of key focus areas have been identified to support our long-term journey to close the Gender Pay Gap.

We have made improvements to our recruitment & selection practices, enhanced our leadership development programmes, as well as sharing career development stories from employees across our business. We also recognise that the areas detailed below are fundamental to the ongoing development of our organisation:

CAREER AND PERSONAL DEVELOPMENT

We must ensure that we continue to develop our female leadership talent pool, by providing attractive, creative and flexible opportunities for our female colleagues. In line with this, we encourage all of our employees to have a personal development plan and we offer a diverse range of learning and development opportunities to support our employees in personal growth as well as the achievement of their career goals.

COACHING AND MENTORING

We appreciate that taking the next career step can sometimes be daunting. Therefore, we feel it is important that we provide access and opportunities for all our senior managers to any specific coaching and mentoring they may find beneficial. We know we have a great talent pool of future leaders, we also know that it is important that they feel supported and equipped to take the next step in their careers. Our coaching and mentoring schemes encourage our leaders to have the time and space away from their busy day jobs to focus on individual and personal development, giving them the confidence to be the best they can be.

FLEXIBILITY

B. Braun has always been committed to offering our employees flexibility in their working arrangements. The Covid-19 Pandemic has dramatically changed the world of work with improved flexibility for many regarding how, when and where work is undertaken. Many of our employees were able to work from home during the pandemic and enjoyed the benefits of this. Moving forward, B. Braun will continue to offer Hybrid working arrangements; helping our employees to achieve greater work-life balance and have autonomy about how and where they work.

CLOSING THE GENDER PAY GAP



DIVERSITY & INCLUSION

B. Braun are committed to further developing our diverse and inclusive workplace, and Diversity & Inclusion is a core element of The Next Decade Strategy. In 2021, we worked with a specialist Diversity & Inclusion organisation to help build our Diversity & Inclusion roadmap. We undertook an audit to review the policies and practices that we operate and we held a series of employee focus groups, which provided us with vital insight and feedback. We will now work together with our employees to implement our Diversity & Inclusion Action Plan.

PAY POLICY AND PRACTICE

We have focused heavily on our pay policies and practices over the last few years to ensure they are fair and consistent, and support:

- Governance and accountability
- Future focused conversations around career development and pay progression opportunities
- Equality, diversity and inclusion practices

AS A RESULT OF THIS WORK WE HAVE:

1. Introduced a pay framework and accompanying pay policy
2. Conducted a thorough education programme, including all managers and employees so that:
 - a. Managers all understand the fair and objective process they need to follow when making pay decisions.
 - b. All employees, regardless of gender, have a meeting with their manager to discuss pay. In addition employees have access to an extensive suite of informative materials to help ensure they understand how their role and pay fit into our new Pay Framework, along with how pay decisions are made.
3. Created a Reward Governance Committee whose purpose is to look across the Organisation, review our pay and reward KPI data, and hold to account any areas where there is variance from the pay policy. Reporting back to the Group Board and making proposals accordingly.
4. Made a commitment not to ask for salary history during recruitment, to prevent us inheriting salary bias from previous employers. Salary offered is based on the role and our pay policy.

Work in this area is ongoing as we continue to work towards increasing the levels of transparency in our pay practices further.

STATUTORY DISCLOSURES



B. Braun Medical Limited UK has three separate businesses: B. Braun Medical Limited, B. Braun Avitum and B. Braun Sterilog. Although, under the regulations we are only required to publish data for B. Braun Medical, for complete transparency we have decided to publish our gender pay gap for all three businesses as set out below:

	B. Braun Medical		B. Braun Sterilog		B. Braun Avitum		
The difference in mean pay between male and female employees	21.55%		3.48%		10.17%		
The difference in median pay between male and female employees	6.7%		5.27%		7.86%		
Number of male and female employees in each band		Female	Male	Female	Male	Female	Male
	Quartile A	56%	44%	46%	54%	72%	28%
	Quartile B	66%	34%	49%	51%	73%	27%
	Quartile C	55%	45%	67%	33%	86%	14%
	Quartile D	53%	47%	55%	45%	81%	19%
The difference in mean bonus pay between male and female employees	32.44%		15.86%		-17.62%		
The difference in median bonus pay between male and female employees	20.46%		18.60%		-46.74%		
Proportion of male and female employees who received bonus pay		Female	Male	Female	Male	Female	Male
		80.00%	88.00%	98.60%	96.70%	9.00%	37.00%

DECLARATION

We confirm that the gender pay calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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