

B. BRAUN MEDICAL UK LIMITED

GENDER PAY GAP REPORT 2020



OUR VISION

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.

All UK employers with more than 250 employees are required to publish their gender pay gap. The gender pay gap reflects the difference between the average earnings of men and the average earnings of women, regardless of their level within the business.

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 stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

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 2020, and bonuses paid in the year up to 5th April 2020.

B. Braun Medical Ltd					
The difference in mean pay between male and female employees		8.48%			
The difference in median pay between male and female employees		10.90%			
Number of male and female employees in each band				Female	Male
		Lower	Quartile A	56%	44%
		Quartile B		65%	35%
		Quartile C		52%	48%
		Upper	Quartile D	52%	48%
The difference in mean bonus pay between male and female employees		24.81%			
The difference in median bonus pay between male and female employees		19.35%			
Proportion of male and female employees who received bonus pay		Female		Male	
		78.73%		80.12%	

UNDERSTANDING OUR GENDER PAY GAP

DIFFERENCE IN PAY

The differences in our gender pay is largely driven by two factors. Firstly, within our business, men tend to hold more 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.

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 confident that our eligibility criteria for bonus is fair for all colleagues.

CLOSING THE GENDER PAY GAP



Making meaningful changes takes time and investment, both of which we are fully committed to providing. In 2019 our Women in Leadership team was formed, and having sought feedback from our employees, 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:

TALENT AND SUCCESSION PLANNING

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.

WORK-LIFE BALANCE

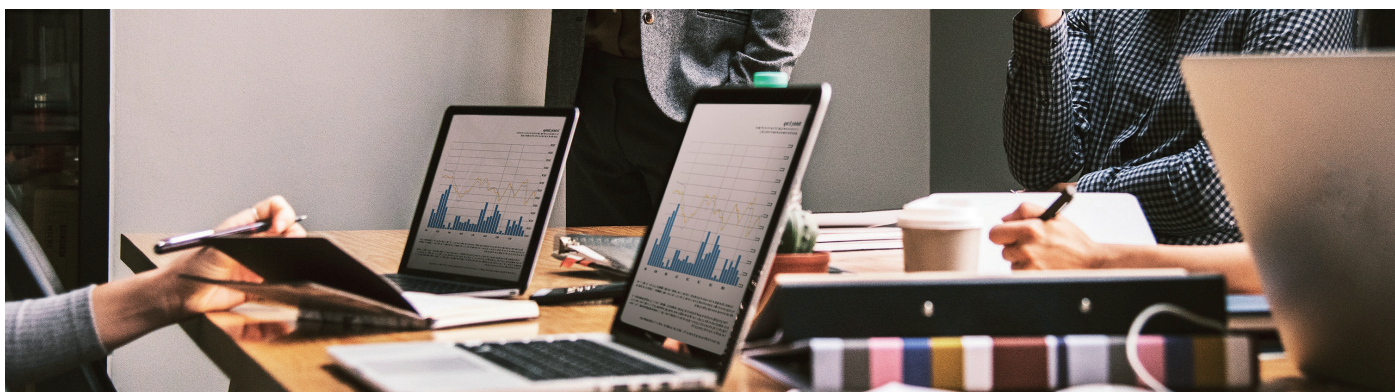
B. Braun is committed to investing in the future health of our workforce and we recognise that people working within our business need to remain healthy to be able to drive the business forward. We operate a modern approach to work-life balance and offer our employees flexible working arrangements. We are appreciative that people make different choices about their career development at different points in their life. We have open dialogue with our staff to ensure that career aspirations and business opportunities are closely matched. We currently have a number of our senior managers working on a part-time basis.

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.

We will continue to take action to address any gaps in pay by ensuring our policies and practices are fair and transparent. This includes consciously and openly reviewing decisions around performance, pay and development. Our People strategy has very clear objectives around our pay frameworks to ensure fairness and consistency along with performance based compensation which recognises and rewards employee contribution.

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			8.48%		1.79%		17.88%	
The difference in median pay between male and female employees			10.90%		4.81%		5.53%	
Number of male and female employees in each band		Female	Male	Female	Male	Female	Male	
	Quartile A	56%	44%	48%	52%	65%	35%	
	Quartile B	65%	35%	47%	53%	80%	20%	
	Quartile C	52%	48%	67%	33%	84%	16%	
	Quartile D	52%	48%	58%	42%	80%	20%	
The difference in mean bonus pay between male and female employees			24.81%		14.34%		-21.69%	
The difference in median bonus pay between male and female employees			19.35%		25.39%		6.25%	
Proportion of male and female employees who received bonus pay		Female	Male	Female	Male	Female	Male	
		78.73%	80.12%	90.00%	86.70%	13.24%	40.00%	

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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