



# B. Braun Medical UK Limited

## Gender Pay Gap Report 2022



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

# INTRODUCTION

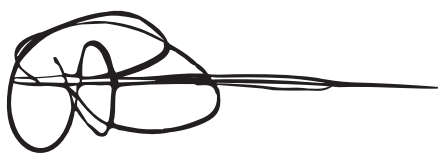
At B. Braun we care deeply about our people and believe that each of them has a part to play in delivering our vision of the future and achieving our goals.

Whatever their role we strive to ensure that they are skilled in their areas of expertise and have our full confidence to make decisions in the best interests of their patients, customers, colleagues and company.

We recognise that B. Braun's success is attributable to our employees and therefore provide significant support for learning and career development. We really appreciate the lengths they go to be successful in their careers.

As an employer of choice we need to prioritise the things that are most important to our people. So alongside meeting our obligations to developing their careers, we must also recognise and compensate them fairly in line with their role, while also providing good work-life balance and other benefits.

The Next Decade Strategy has diversity and inclusion at its heart. We will continue to build a workforce that reflects the community and markets we serve while ensuring that all of our people are enabled to enjoy valuable and fulfilling roles.

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 5<sup>th</sup> April 2022, and bonuses paid in the year up to 5<sup>th</sup> April 2022.

B. Braun Medical Ltd					
The difference in mean pay between male and female employees		9%			
The difference in median pay between male and female employees		2.25%			
Number of male and female employees in each band				Female	Male
		Lower	Quartile A	57%	43%
			Quartile B	59%	41%
			Quartile C	61%	39%
		Upper	Quartile D	51%	49%
The difference in mean bonus pay between male and female employees		29.28%			
The difference in median bonus pay between male and female employees		13.85%			
Proportion of male and female employees who received bonus pay		Female 75.00%		Male 80.10%	

## Progress Over Time

Our mean gender pay gap (gpg) has reduced significantly, from 21.5% in 2021, to 9% in 2022. However, the data was skewed in 2021 by organisational changes within our Leadership teams at that time. The 2019 and 2020 figures of 13.6% and 8.5% respectively reflect a more consistent picture – albeit we acknowledge that we still have work to do to reduce the gap.

When looking at our median gender pay gap of 2.25%, this shows extremely positive progress, with a consistent year on year reduction of between 3-4.5% for the last three years.

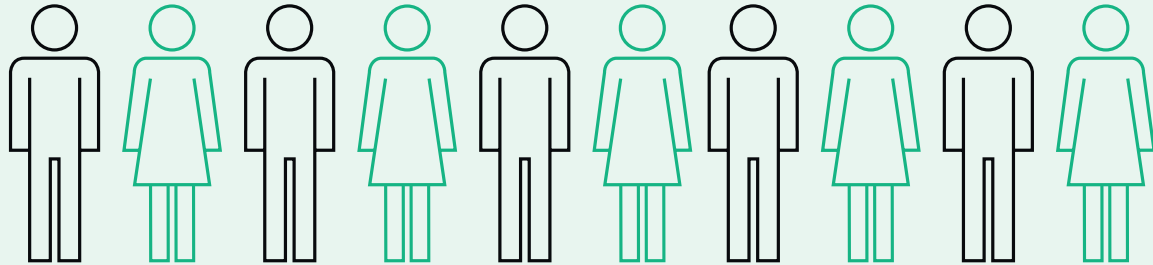
The median figure removes the effect of the extremes of pay (both high and low), particularly the proportionately low number of people on the highest salaries. However, the mean remains a useful insight for us to capture and consider the effect of our high earners.

	'22	'21	'20	'19	Reduction over three years
Median gpg	2.25%	6.77%	10.9%	13.94%	-11.69%
Mean gpg	9%	21.55%	8.48%	13.63%	-4.64%

## Bonus Pay

The difference in both our mean and median bonus pay has fluctuated over the last three years, although both remain the same in 2022 as they were in 2019. Focus over recent years has been on our basic pay framework, policies and procedures. We are now committed to strengthening our bonus schemes and practices.

# 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.

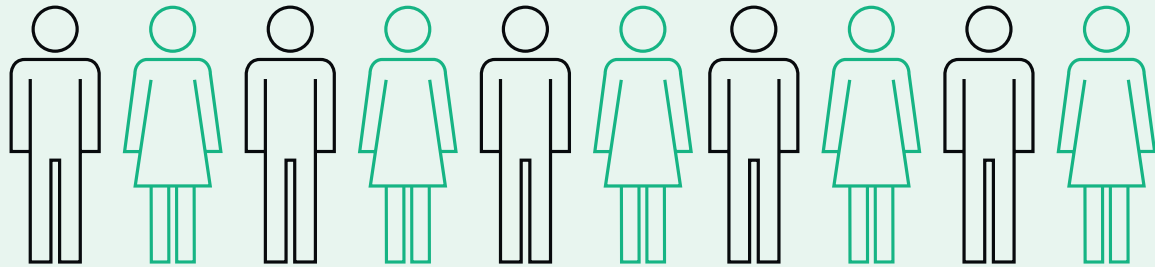
## Coaching And Mentoring

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 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. B. Braun continues 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. We work with a specialist Diversity & Inclusion organisation who have helped build our Diversity & Inclusion roadmap. We have undertaken 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. A pay framework and accompanying pay policy. All roles across the business are rigorously evaluated and externally benchmarked to ensure fair pay for the role.
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 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. Introduced a salary review panel who convene to oversee the annual salary review, and also bi-monthly throughout the year. The role of the panel is to ensure a fair, consistent and inclusive approach to reviewing and increasing pay. The panel includes an external independent reward expert.
4. 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.
5. 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		9%		1.10%		3.38%	
The difference in median pay between male and female employees		2.25%		4.77%		0.46%	
Number of male and female employees in each band		Female	Male	Female	Male	Female	Male
	Quartile A	57%	43%	56%	44%	75%	25%
	Quartile B	59%	41%	62%	38%	75%	25%
	Quartile C	61%	39%	45%	55%	80%	20%
	Quartile D	51%	49%	50%	50%	70%	30%
The difference in mean bonus pay between male and female employees		29.28%		14.48%		57.25%	
The difference in median bonus pay between male and female employees		13.85%		33.68%		25.38%	
Proportion of male and female employees who received bonus pay		Female	Male	Female	Male	Female	Male
		75%	80%	94%	91%	86%	83%

## 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.

