

B. BRAUN MEDICAL UK LIMITED

GENDER PAY GAP REPORT 2018



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 work-life balance, career development and other great benefits are fulfilled.



A handwritten signature in black ink, appearing to read 'Hans Hux'.

Hans Hux
Chairman and Group Chief Executive Officer



A handwritten signature in black ink, appearing to read 'LBurns'.

Lisa Burns
Head of Human Resources

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 2018, and bonuses paid in the year up to 5th April 2018.

B. Braun Medical Ltd				
The difference in mean pay between male and female employees		12.71%*		
The difference in median pay between male and female employees		8.84%		
Number of male and female employees in each band			Female	Male
	Lower	Quartile A	52%	48%
		Quartile B	67%	33%
		Quartile C	56%	44%
	Upper	Quartile D	43%	57%
The difference in mean bonus pay between male and female employees		30.62%		
The difference in median bonus pay between male and female employees		38.11%		
Proportion of male and female employees who received bonus pay	Female		Male	
	72.70%		83.93%	

*For comparison purposes, in 2018, the UK average was 17.9%

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 field based, sales colleagues, in comparison to our office based, 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 office based, non-sales roles in comparison to males. The field-based bonus scheme typically attracts a higher bonus potential than the office based bonus scheme.

Despite the data, we remain confident that our eligibility criteria for bonus is fair for all colleagues. The difference in eligibility of bonus can be explained in the higher number of females who work in our nursing bank team, on a casual basis, who are not eligible for bonus pay.

CLOSING THE GENDER PAY GAP



Although our gender pay gap is lower than the UK average of 18.4% (based on 2017 figures), our data shows us that we still have more work to do. We appreciate that making meaningful changes take time and investment, both of which we are fully committed to providing.

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. Our current Executive Business Academy (EBA) has a higher number of female leaders than ever before, with the number of male and female members now being equal. The EBA recently set up a dedicated project team to plan our long term journey to close the gender gap.

COACHING AND MENTORING

We appreciate that taking the next career step can sometimes be daunting, especially when you have other commitments to balance. 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, be it through flexi-time, working from home or working part-time. 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 TRAINING

It is our aim to have a diverse and gender balanced workforce, reflective of our community and customers that we serve. We will continue to refresh our diversity and equality training for all our managers to ensure all decisions are free from unconscious bias and discrimination.

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 HR 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 3 separate businesses: B. Braun Medical Limited (Core Medical business), B. Braun Avitum (Dialysis Services business) and B. Braun Sterilog (Sterile Services and Decontamination business). Although, under the regulations we are only required to publish data for our B. Braun Medical and B. Braun Avitum business, for complete transparency we have decided to publish our gender pay gap for all 3 businesses as set out below:

		B. Braun Medical		B. Braun Sterilog		B. Braun Avitum	
The difference in mean pay between male and female employees		12.71%		4.56%		10.53%	
The difference in median pay between male and female employees		8.84%		9.81%		4.17%	
Number of male and female employees in each band		Female	Male	Female	Male	Female	Male
	Quartile A	52%	48%	62%	38%	85%	15%
	Quartile B	67%	33%	62%	38%	75%	25%
	Quartile C	56%	44%	46%	54%	85%	15%
	Quartile D	43%	57%	47%	53%	69%	31%
The difference in mean bonus pay between male and female employees		30.62%		18.20%		9.19%	
The difference in median bonus pay between male and female employees		38.11%		26.36%		69.11%	
Proportion of male and female employees who received bonus pay		Female	Male	Female	Male	Female	Male
		72.70%	83.93%	91.98%	88.63%	7.87%	29.09%

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.

B. Braun Medical Ltd | Human Resources | Thorncliffe Park | Sheffield | S35 2PW
Tel 0114 225 9000 | Fax 0114 255 9111 | www.bbraun.co.uk

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