

Coloplast Gender Pay Report 2023

Ostomy Care | Continence Care | Wound and Skin Care | Interventional Urology | Voice and Respiratory Care



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Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 organisations with more than 250 employees must report on the **Gender Pay Gap**, which relates to the **differences in average earnings** of all men and women in a workforce, regardless of their role in the organisation, or seniority. This is a different way of measuring earnings to **Equal Pay**, which addresses the difference in pay for males and females within the same or similar roles.

What could cause a Gender Pay Gap?

A gender pay gap may be seen where there are more of one gender employed in more senior job roles compared to another gender. An organisation can still pay people fairly and equally when comparing the actual pay for the same or similar jobs, but if the split of males and females is disproportionate at different levels of the organisation a gender pay gap will be shown.

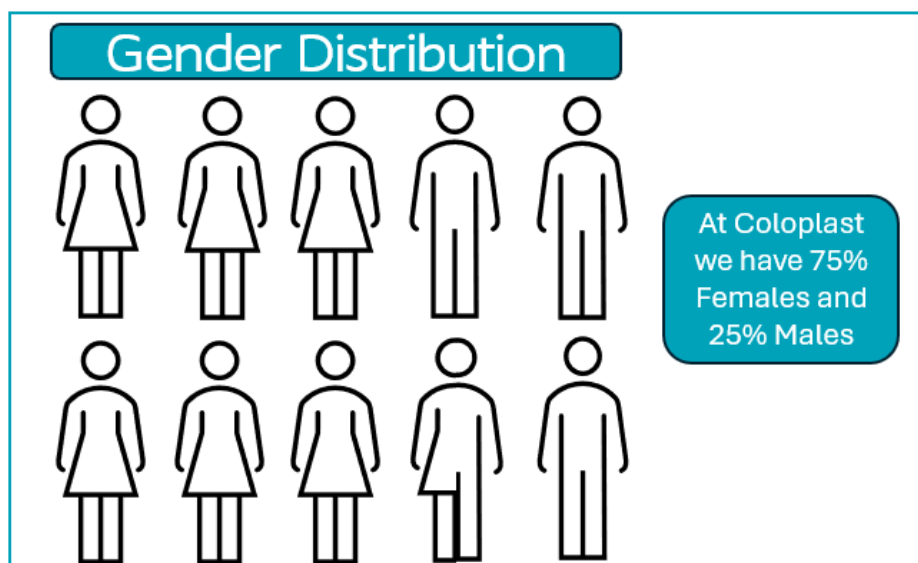
A gender pay gap may also be seen where fewer part time employees are seen to progress to higher roles, as it could appear that opportunities are not available to them, or they are not encouraged to apply for these. Organisations that do not encourage all employees to take up flexible working options, or do not encourage the taking of Shared Parental Leave may see more of a gender pay gap, as these could be seen as a barrier to progression.

Gender Pay at Coloplast



As an organisation, Coloplast has historically reported more female employees than males, and for this reporting period the split is 75% females / 25% males. We offer significant levels of flexibility to all employees in our warehouse and customer contact roles, which historically more females have taken up, and may go some way to explaining why more females are attracted to, and remain within these roles.

We also enhance our employee value proposition with family friendly policies and an extensive range of flexible benefits which allow employees to tailor their benefits to their own lifestyles, supporting individuals whilst they grow their careers with us. Our Recommend a Friend scheme is widely used, and individuals may be attracted to our business through this scheme because they see that they can work flexibly and balance the needs of their home and work life well. Of our employee population, 18.75% work part time and of this group, 97% are female. When considering our employee group as a whole, 24% of females work part time, and only 4% of males have requested this option.

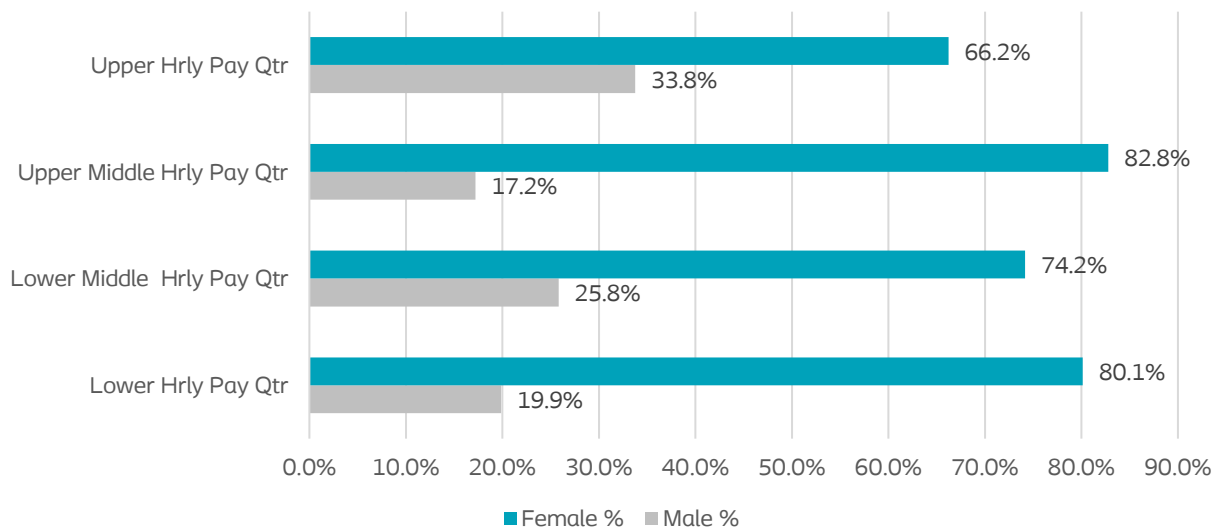
As with many organisations, a significant number of our employees work in a hybrid way, which allows employees to work more flexibly, and this can be seen throughout the organisation at all role levels, with employees spending time working both from the office and from home.



Statutory Metrics

Gender Pay Gap		
<p>Mean and Median (average) gender pay gap using hourly pay</p> <p>The mean (average) gender pay gap illustrates the difference in the average rates of pay that males and females receive, based on the snapshot date of 5 April 2023. To calculate this figure, the hourly rates of pay for each group are divided by the total number of males and females.</p> <p>The median (average) gender pay gap is shown by ranking the hourly rates of both males and females, and comparing the mid-point for each group, based on the same snapshot date of 5 April 2023.</p>	<p>Mean</p> <p>15.07%</p>	<p>Median</p> <p>4.76%</p>
Gender Bonus Pay Gap		
<p>Mean and Median gender bonus pay gap</p> <p>The gender bonus gap calculation is based on the bonuses paid to male and female employees in the 12 month period up to 5 April 2023.</p> <p>The mean gender bonus pay gap % is based on the difference in average bonus pay received by males and females.</p> <p>The median gender bonus pay gap % is based on the difference in the mid-point of bonus pay received by males and females</p>	<p>Mean</p> <p>20.02%</p>	<p>Median</p> <p>28.40%</p>
Proportion of males and females receiving bonus pay		
 <p>86.83%</p>	 <p>90.10%</p>	

Male and Female Employees by Pay Quarter



75% of our employees are female

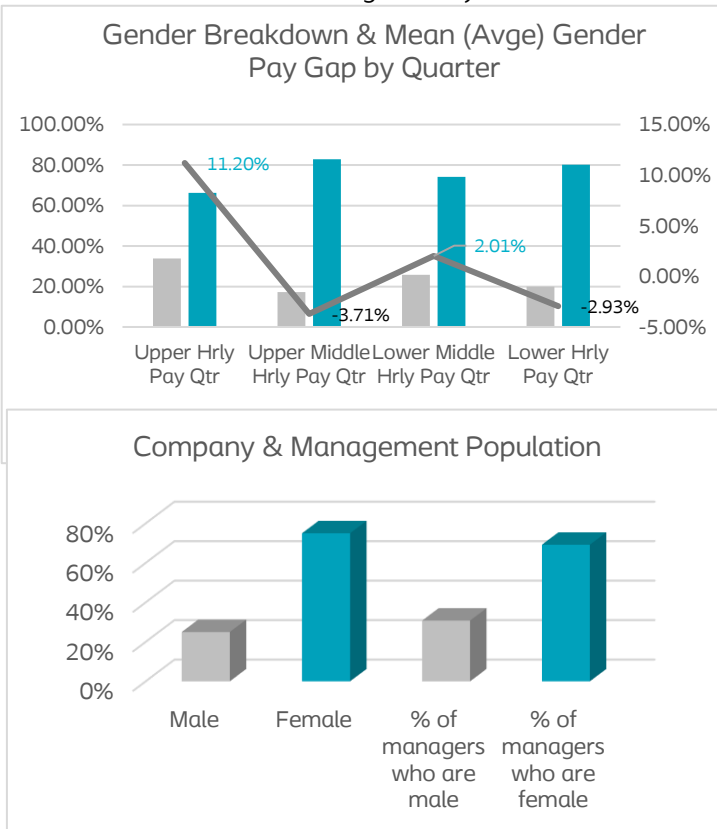
50% of our Senior Leaders are female

69% of our Leaders are female

67% of internal promotions are female

Our results, and what we will focus on

We are very pleased that we are able to report a reduction in the mean (average) and median gender pay gap between males and females again this year.



Whilst under the legislation we must report on the overall Mean (Average) Gender Pay Gap we believe it gives a more balanced view to understand how this is represented within each quarter, so as in previous years we have provided more detailed analysis.

When reviewing the pay distribution data by quarter, within two of the quarters we show a negative mean gender pay gap, with the average hourly rate of women higher than for men.

As in previous years, further analysis of the Company's leader population has also been undertaken.

13.5% of our overall employee population are leaders and hold a role between Team Leader and the UK Executive Team. 69% of the leader group are female, which is slightly higher than the previous Gender Pay Report and based on the population (75% females and 25% males), we believe that our leadership population is becoming more reflective of our organisation gender split.

We actively seek to fill two thirds of more senior roles from internal candidates, which we believe is demonstrated by the number of females who have taken the opportunity to progress their careers with us. We also continue to support flexible working across our business, and both males and females take the opportunity to work between home and one of our office locations, supporting a healthy work life balance, and allowing employees to balance work and personal commitments well.

Training for people leaders has focused on growth and learning using our Partner to Grow approach, with tools introduced to support leaders in providing clear goals and alignment for their teams, two-way dialogue, and guidance to provide feedback and coaching to help employees grow through regular, ongoing developmental conversations, allowing them to reach their full potential, and take on additional challenges.

We retain our strong focus on inclusion and diversity (I&D) across the business, and following feedback in our employee engagement survey, we have taken steps to start conversations about what I&D really means to us at Coloplast and have formed a group made up of representatives from across the business who are passionate about Inclusivity and want to raise awareness. We also plan to introduce progressive policies to support employees through further investment in our suite of family friendly policies.

We believe that the culture within the organisation genuinely supports all employees regardless of gender, to grow their careers with us across all levels of the business, and we will continue to implement policies and processes that support this objective.

Statement

I confirm that the information and data provided is accurate and in line with mandatory requirements.

Signed: 

Date: 27 March 2024

Tom Traynor, Senior Director People & Culture UK&I, Coloplast Limited