

Coloplast Gender Pay Gap Report

2025



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We are inspired by empathy

We have a clear mission to support people with intimate healthcare needs who need our compassion, expertise, products & services.

By listening with care and responding with innovation, we create intimate healthcare solutions tailored to the needs of our users.

2 million+

The number of people we help each year

41

Countries in which we operate

100+

Countries in which our products are sold

Our Mission

Making life easier for people with intimate healthcare issues....

Our Vision

Closeness...to better understand
Passion ... to make a difference
Respect & Responsibility ... to guide us

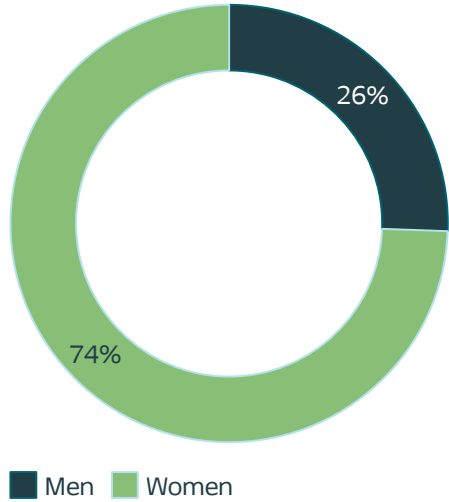
Our Values

Setting the global standard for listening & responding



Gender Pay at Coloplast

Gender Split



Coloplast has historically reported a workforce made up of more women than men, and this reporting period is no different, with a 74% female / 26% male employee group, slightly more females than reported in the previous period.

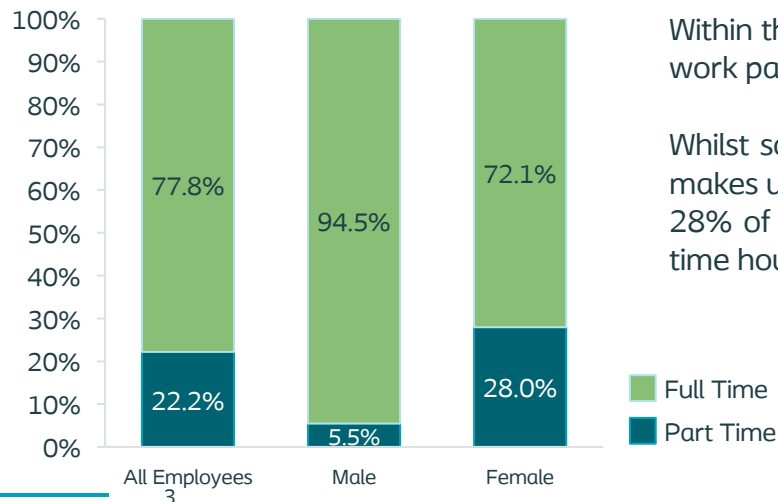
We offer many opportunities to work flexibly within our office-based customer facing teams, as well as within our warehouse, which may go some way to explaining the attraction for females, and with our family friendly suite of policies, may support our retention rates throughout their careers.

Focus on People Leaders

Almost 13.5% of our employees hold a people leader role within the organisation, with 68% of our leaders being female. This broadly reflects the make up of our organisation.

We have an ambition of recruiting at least 50% of senior roles from within.

Part time Employees



Within this reporting period 22% of our employees work part time.

Whilst some males choose to work part time, this makes up only 5.5% of our male population, whilst 28% of our female employees work less than full time hours.

Focus on Inclusion

We have a successful employee resource group, - "The Inclusive Place to Work Group", that plays a central role in advancing Inclusion and Diversity across the organisation.



Our Data



Our Pay Gap

Mean **16.3%** (2024: 12.3%)
 Median **1.8%** (2024: -3.9%)

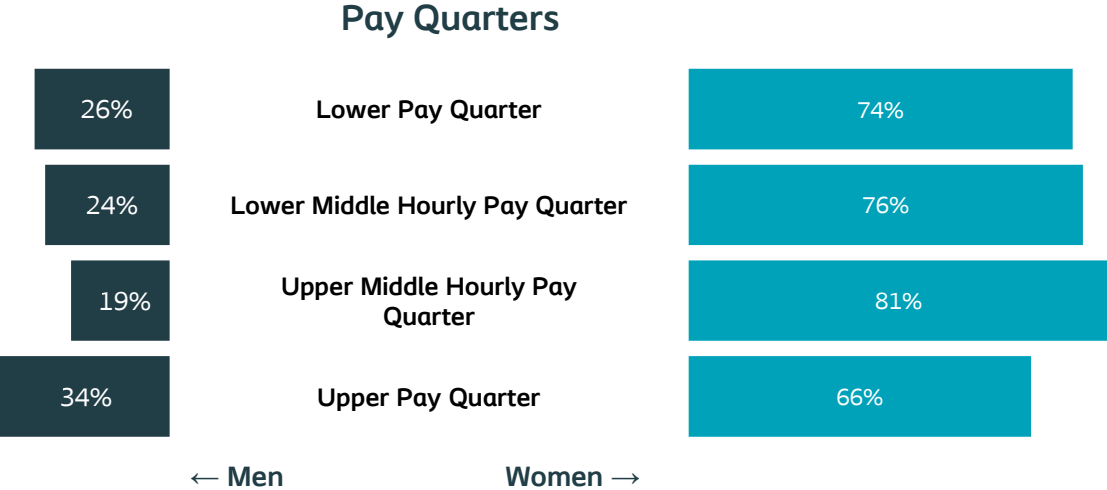
Our Bonus Gap

Mean **23.4%** (2024: 15.2%)
 Median **12.0%** (2024: 4.8%)

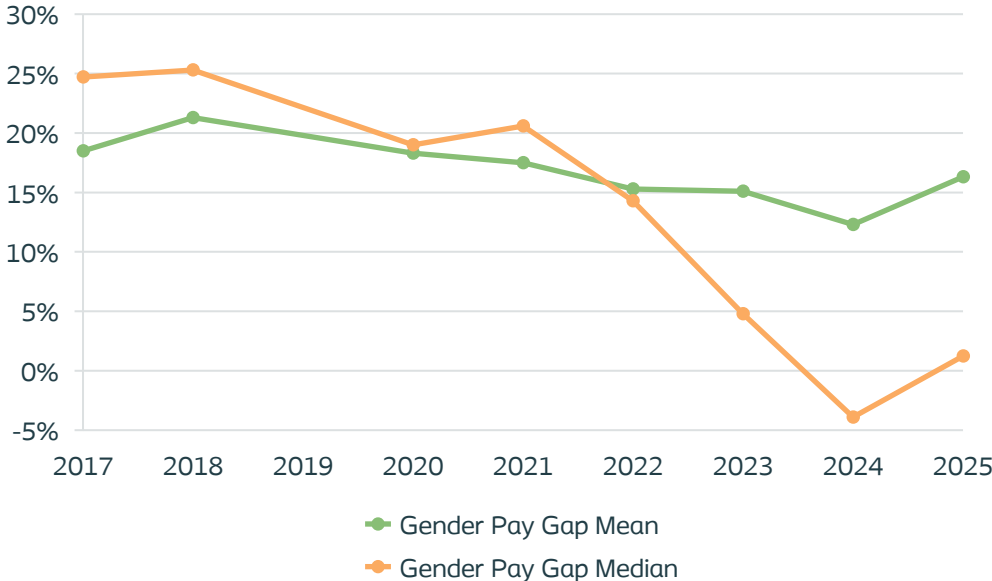
Men / Women receiving a Bonus

 **93.4%** (2024: 90.7%)
 **93.1%** (2024: 92.5%)

Employees by Pay Quarter



Gender Pay Mean & Median Progression

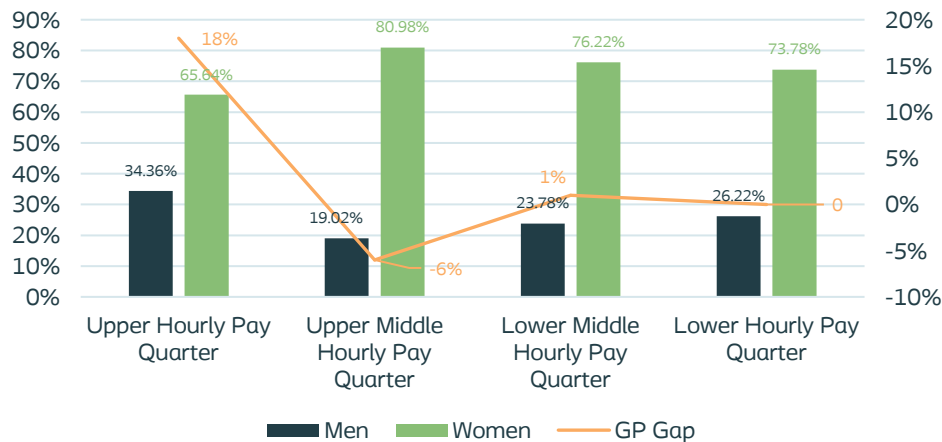


Our Results

Whilst a small increase has been recorded, the overall trend for the last few years has been extremely positive. A more detailed analysis shows in three quarters of the organisation the pay gap is significantly lower than the overall figure, with one quarter showing men and women receiving the same average pay.

We are proud of the work that we have done, being continually recognised as a Great Place to Work, and gaining recognition for being a Great Place to Work for Women for 2025. We will actively continue to introduce policies and processes that support employees of all genders, and will seek to ensure that no employee group is subject to any negative detriment.

Gender Split & Mean Gender Pay Gap by Quarter



Over the past 12 months we are delighted to have...

- Continued our support for all employees with our Family Friendly Policies
- Continued to externally benchmark our roles, as well as using an internationally recognised job evaluation tool ensuring internal and external equity
- Ceased the practice of requesting current or previous salaries as part of our recruitment process
- Promoted even greater flexibility with many options available for non-standard working patterns
- Re-launched our Employee Engagement Group to ensure we listen and respond to what employees need, to help us retain our Great Place to Work accreditation
- Supported our Inclusive Place to Work employee group to educate colleagues, and to raise awareness across the organisation.

And we are delighted to look to the future...

- We will continue to enhance our policies, responding to what employees need to support them whilst at work
- We will continue to run dedicated training for people leaders, developing and growing their leadership toolbox to ensure they continue to support all team members fairly and with respect
- Our benefits will continue to provide options to support all employees at each stage of their lives
- We will continue to encourage employees approaching retirement to benefit from the provisions in our 60+ Colleague Retention Guidelines, to retain their valuable skills and experience within the business
- For individuals experiencing symptoms, we will support them through these with a wide range of Menopause support options.

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

Signed: 

Dated: 1 April 2026

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



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Passion... to make a difference

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Our vision

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