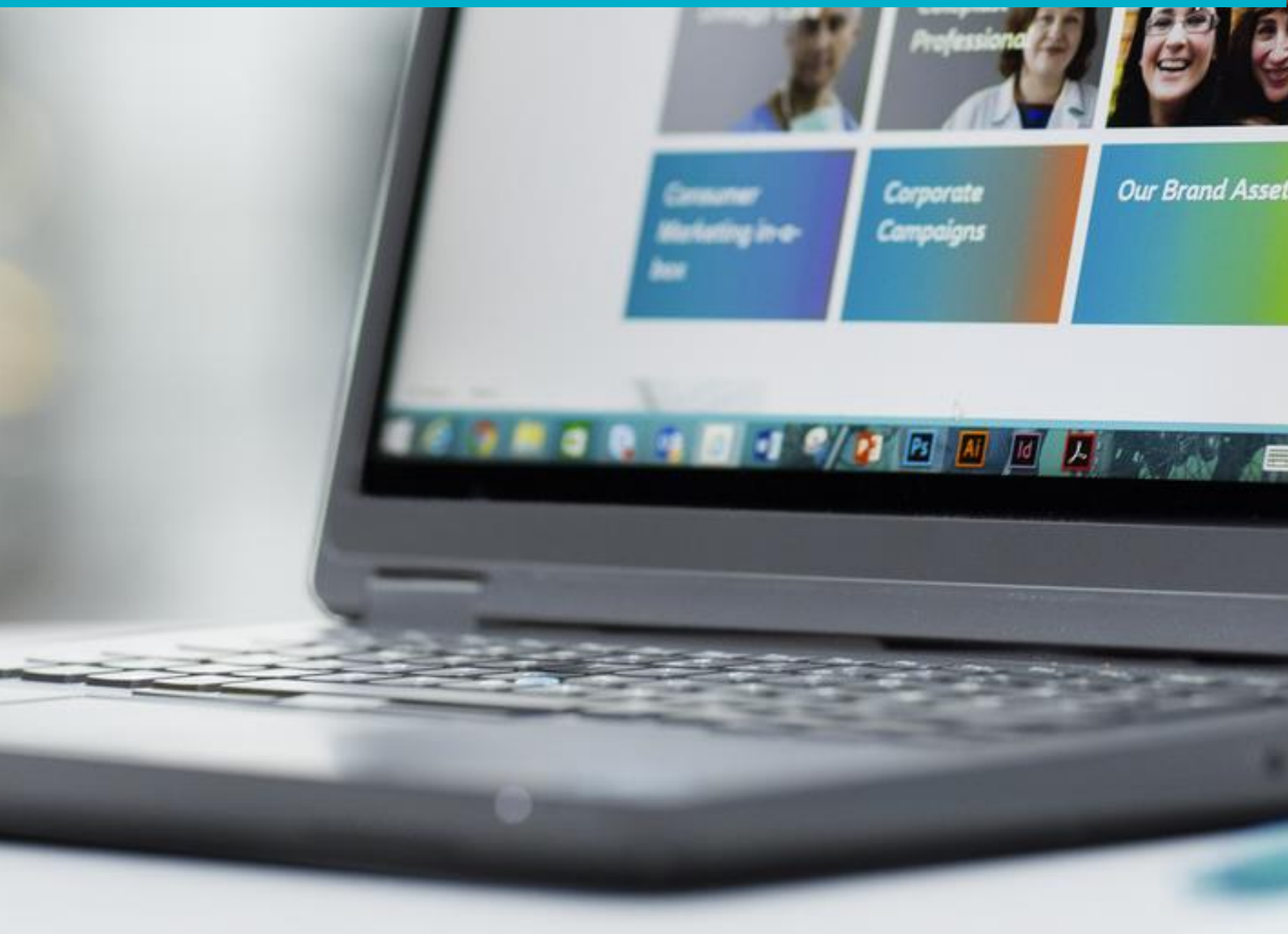


Coloplast Gender Pay Report 2024

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



Coloplast Gender Pay Report 2024

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, seniority or prior experience both within, and from outside of the organisation. 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 exist where fewer part time employees, who tend to be females due to the likelihood of taking a bigger role in family caring responsibilities, are seen to progress to higher roles, as it may appear that opportunities are not available to them, or that they are not encouraged to apply for more senior posts. Organisations that see higher numbers of females entering more junior roles, or where females are less likely to be hired for more senior roles, may also see more of a gender pay gap.

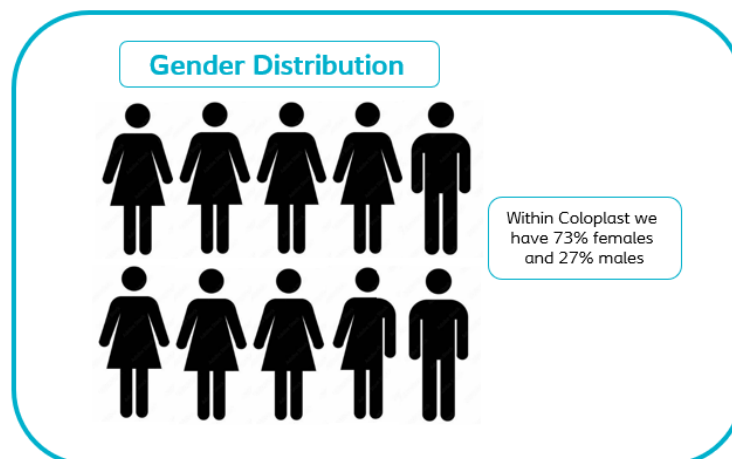
Gender Pay at Coloplast

As an organisation, Coloplast has historically reported more female employees than males, and for this reporting period the ratio remains similar to previous years, with 73% females reported and 27% males. We believe our ability to offer more flexible working opportunities within our warehouse and customer contact positions has historically played a significant part in attracting more females to apply for our roles, and remains a key reason they choose to stay. These roles are typically more junior within the organisation, attracting lower levels of pay, which will contribute to our gender pay reporting data.



Based on this reporting period, 20.25% of our total employee population work part time, with only 4.2% of part time employees being male. Overall, 3% of our male employees work part-time, whilst 27% of our female employees have a variation on full time hours.

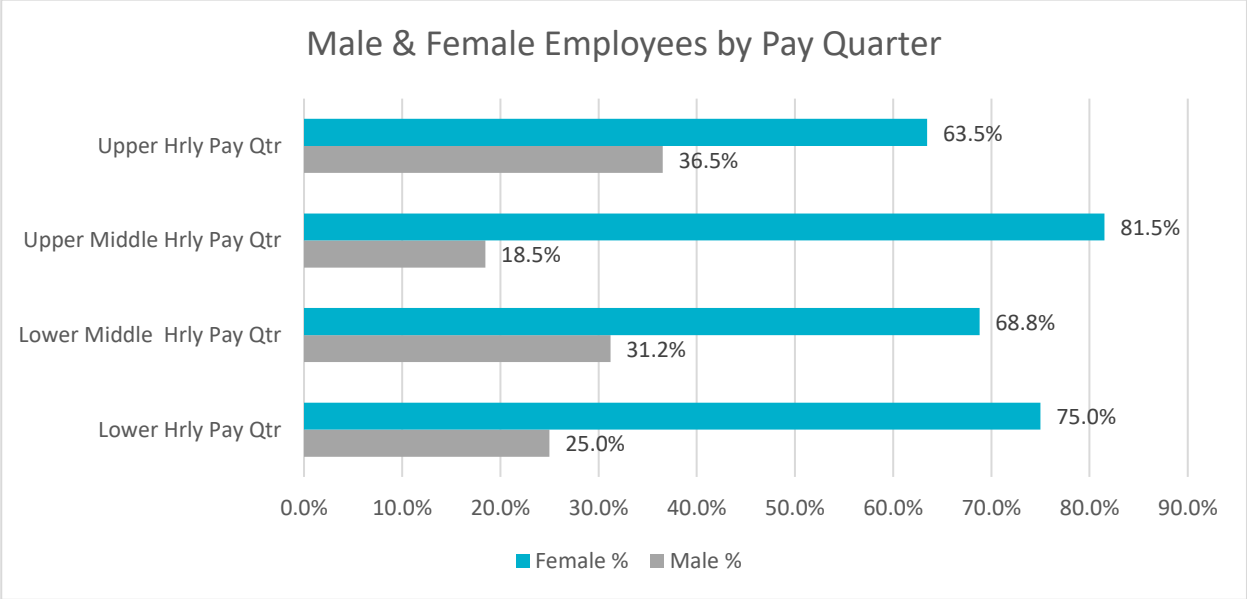
We've put a lot of thought into creating a working environment that supports people at every stage of life, and is why we continue to offer a wide range of family-friendly policies, along with an extensive platform of flexible benefits designed to meet the needs of different lifestyles. We want people to feel supported both at work and at home, and to be able to shape a career that works for them. Our "Recommend a Friend" scheme also continues to be a popular way for employees to bring others into a workplace that values flexibility and work-life balance.

Hybrid working remains core to how we work today, and is embraced across the organisation. With the additional introduction of compressed working hours in some areas of our business, employees at all levels of our organisation are using the new ways of working to frame their week in a way that allows them to be productive whilst also managing their responsibilities outside of work.



Statutory Metrics

Gender Pay Gap		
Mean and Median (average) gender pay gap using hourly pay 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 2024. To calculate this figure, the hourly rates of pay for each group are divided by the total number of males and females. 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 2024.	Mean 12.33% ↓	Median -3.93% ↓
Gender Bonus Pay Gap		
Mean and Median gender bonus pay gap 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 2024. The mean gender bonus pay gap % is based on the difference in average bonus pay received by males and females. The median gender bonus pay gap % is based on the difference in the mid-point of bonus pay received by males and females	Mean 15.22% ↓	Median 4.76% ↓
Proportion of males and females receiving bonus pay		
 90.72%	 92.46%	



73% of our employees are female

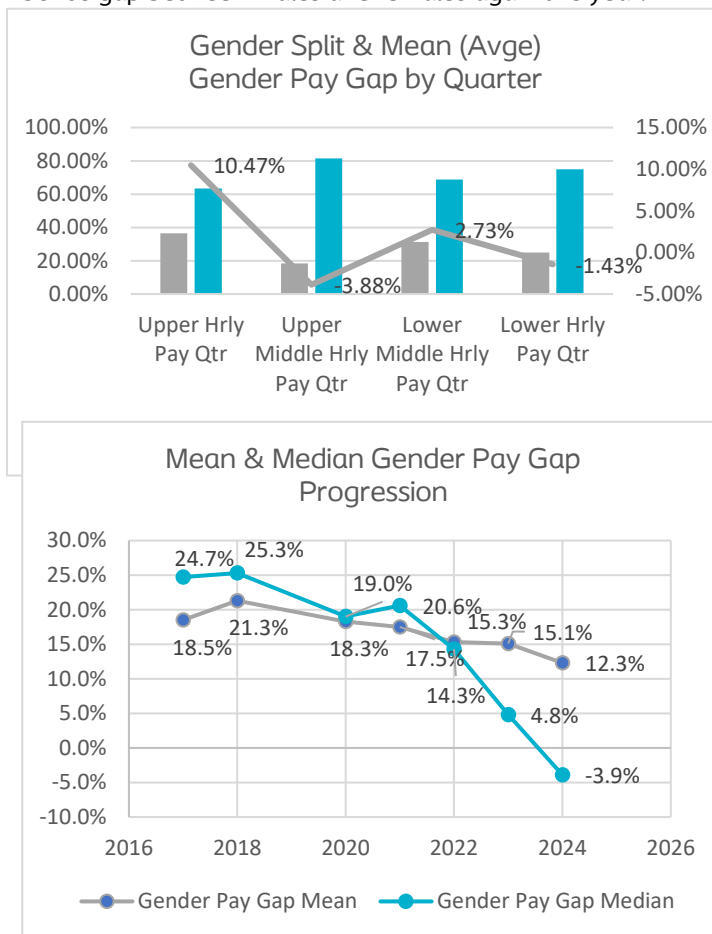
57% of our Senior Leaders are female

69% of our overall Leader population are female

78% of internal promotions are female

Our results, and what we will focus on

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



Whilst the legislation requires us to report on the organisation's mean (average) gender pay gap, we have provided further detail on how this is represented within each quarter. As per the previous reporting period, when analysing 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 pay for women being higher than for men. Looking at the data in this way shows lower % gender pay gaps than the overall pay gap figure reported, helping us to identify where we may need to target specific actions.

We believe it is critical to understand and take into account all relevant information when analysing pay data, and for us this includes regular reviews of market data and using an internationally recognised pay benchmarking process.

We are pleased that we can show reductions in both the mean and median reported figure over a number of years, and will continue to make efforts to reduce this further in the coming years.

It is important to us to review our leader population to understand the gender breakdown, and are pleased to report that

69% of employees holding a role between the levels of Executive Leader and Team Leader are female, reflecting our organisation split positively (73% females & 27% males). We believe this also demonstrates our ambition to actively seek to fill two thirds of more senior roles from internal candidates.

We strive to provide development at all levels of the business, and have re-launched our UK programme for emerging leaders, designed to equip individuals with the mindset, necessary skills, knowledge, and confidence to thrive in future leadership roles, allowing them to fulfil their full potential, and take on additional challenges. The allocation of places on this prestigious programme is based on a rigorous process, designed to eliminate any bias, or favour any particular group of individuals.

Our focus on inclusion and diversity (I&D) remains strong, and the Employee Resource Group established to represent individuals across our business has continued to flourish, raising awareness of issues relating to inclusivity and the subtle barriers that may impact some of our employees. As we also recognise that family related issues may contribute to our gender pay gap, we have further invested in our family friendly policies, and have introduced a suite of progressive policies to support employees at all stages of their careers with us.

As an organisation, we believe that all employees should be supported to grow and thrive regardless of any individual characteristics, and we will continue to actively implement policies and processes that support this objective, and work to eliminate any factors that may detrimentally impact any group of employees.

Statement

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

Signed:

Date: 3 April 2025

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