

Coloplast Gender Pay Report 2020

Ostomy Care / Contenance Care / Wound & Skin Care / Interventional Urology



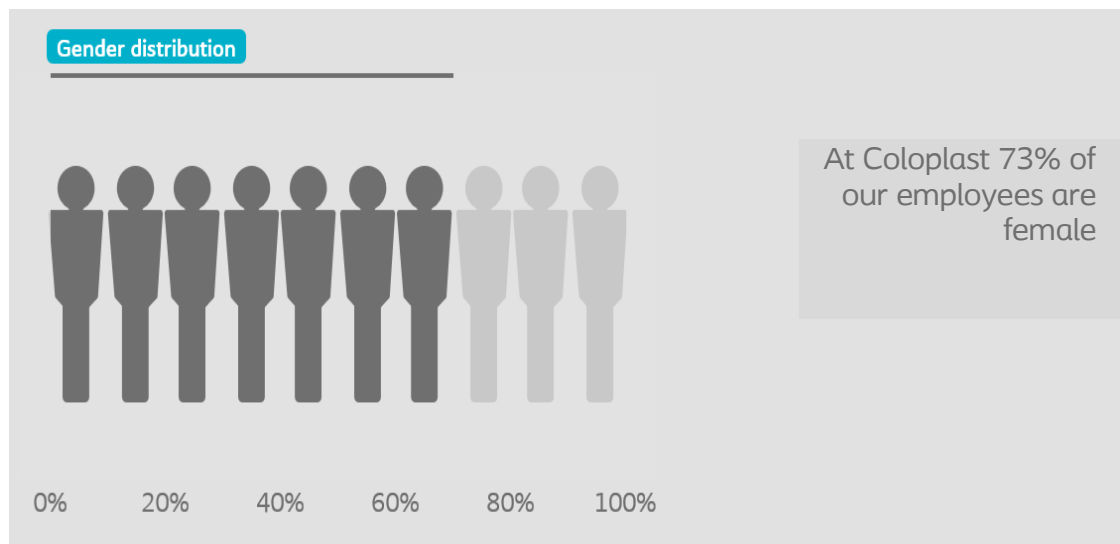
Coloplast Gender Pay Report 2020

Since April 2017, under UK Government legislation, private sector organisations with 250 or more employees have reported on their Gender Pay Gap to comply with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This will be the third time that Coloplast Limited have reported.

The legislation requires organisations to 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 job.

Within Coloplast, we believe we create a Great Place to Work, and we genuinely strive to ensure that this is reflected through all processes undertaken throughout the business. We regularly benchmark ourselves against the local market to ensure that we continue to pay fairly and consistently, as well as against an internationally recognised job evaluation scheme which is applied to all roles.

Our workforce breakdown has remained constant over each of the reports, and for the period covered by this report the data is based on 73% females and 27% males.



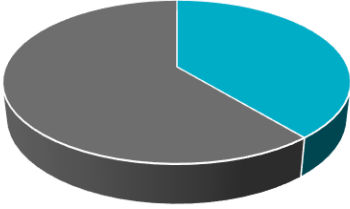
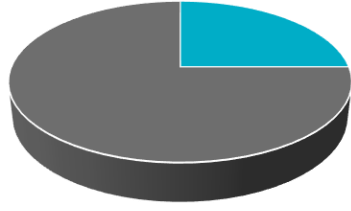
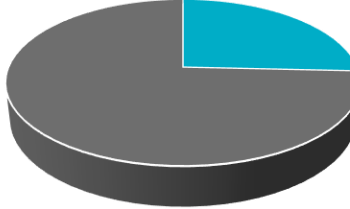
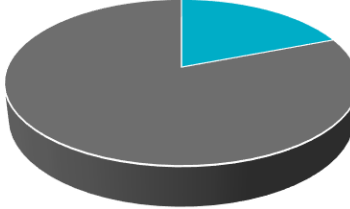


What could cause a Gender Pay Gap?

A gender pay gap can exist where there are more of one gender employed in more senior job roles compared to the other gender. You can still pay people fairly and equally when comparing the actual pay for the same job. If the split of males and females is disproportionate at different levels of the organisation a gender pay gap will be shown. This in effect is what is being seen at Coloplast again this year.

We had an ambitious growth target in some of our Customer facing teams in the 12 month period prior to the snapshot date, and these roles continue to attract a significantly higher number of females. The gender split we have across the organisation does impact the data that we are reporting, and has skewed both the overall gender pay and bonus gap data. We believe that this contributes to our reported data and due to the averages shown does not reflect the true reality of how pay and bonus are distributed across our business.

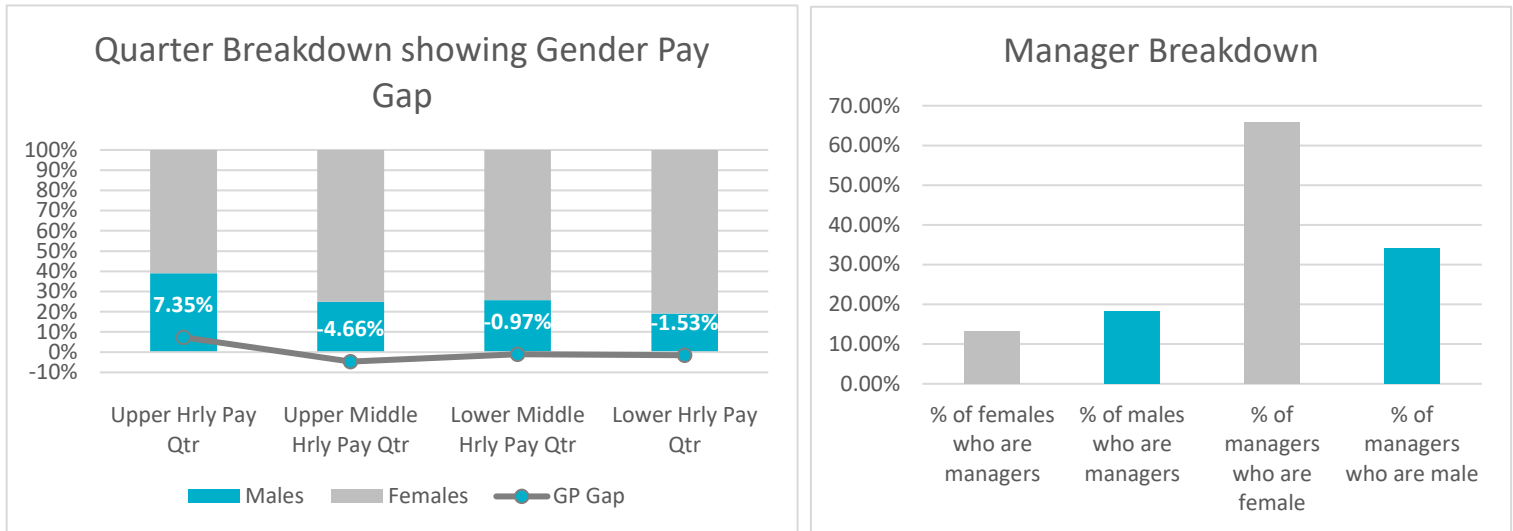
Statutory Metrics

Gender Pay Gap			
Mean and Median (average) gender pay gap using hourly pay		Mean	Median
<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 2020. 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 2020.</p>		18.25%	18.96%
Gender Bonus Pay Gap			
Mean and Median gender bonus pay gap		Mean	Median
<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 2020.</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>		18.53%	52.18%
Proportion of males and females receiving bonus pay			
 94.44%		 93.82%	
Male and female employees by pay quarter			
<p>Upper Hourly Pay Qtr</p>  <p>■ Male ■ Female</p>		<p>Upper Middle Hourly Pay Qtr</p>  <p>■ Male ■ Female</p>	
Males	38.97%	Males	25.00%
Females	61.03%	Females	75.00%
<p>Lower Middle Hourly Pay Qtr</p>  <p>■ Male ■ Female</p>		<p>Lower Hourly Pay Qtr</p>  <p>■ Male ■ Female</p>	
Males	25.74%	Males	19.12%
Females	74.26%	Females	80.88%

Our results, and what we will focus on

As a business, we strive for fairness in the remuneration packages that we offer at all levels to both male and females. In order to understand the gender pay gap further, as per previous reports, we have conducted a deeper analysis of the data. When broken down into quarters, based on average hourly pay rates, the results look very different. Reviewing the data in this way shows that we have three quarters in which females have

higher average hourly pay rate than males.



An analysis of our leader population yields some interesting data. 14.5% of our overall workforce are leaders, ranging from Team Leaders through to Senior Directors. Of the leader group, 66% are female, which is an increase on previous years, and 34% are male. Of the senior leaders and Directors, 68% of this group are female, which shows strong representation at this level in the business, and five of the 11 in the Senior Team are female. We believe this shows that as a business, our leaders represent the business they lead, and that we are supportive of females who wish to progress in the organisation.

Globally our business has taken great strides towards being more inclusive and diverse, and in February 2020 a new diversity metrics dashboard was launched by our CEO. Each global division has a requirement to implement I&D measures, and there is a focus on performance against these, with accountability at the most senior levels of the business. Specific to our region, there is an ongoing focus on leadership training, ensuring our leaders support the overall aims of the business and are equipped with the skills and tools to drive an inclusive culture.

We understand why we report the results we do. We have a workforce that is over 70% female, the vast majority being employed in roles which attract lower levels of pay and bonus, but which offer greater levels of flexibility. Whilst it would be desirable to report data which shows less of a gender pay gap, we recognise that we may never achieve this. As an example, in the case of the median bonus pay gap, there looks to be a significant difference between male and female average bonuses. However, we recognise that this is driven by a higher number of female employees, the majority occupying roles with a lower bonus potential which brings the median down, whereas the lower number of males are more evenly spread and therefore the median falls at a higher level. The average bonus gap % shows that the difference is relatively small between the average bonus paid to males and females, which is a positive indicator.

We remain confident that with the policies and procedures we have in place, and the commitment we have to act as a fair and equitable Company, we will continue to be a Great Place to Work.

Statement

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

Signed: 

Date: 3 October 2021

Annemarie van Neck, Senior Vice President Region UKI, Coloplast Limited