

r mission

ing life easier for people
intimate healthcare needs

Coloplast Gender Pay Report 2022

r values

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



eness... to better understand
sion... to make a difference
pect and responsibility... to guide us

r vision

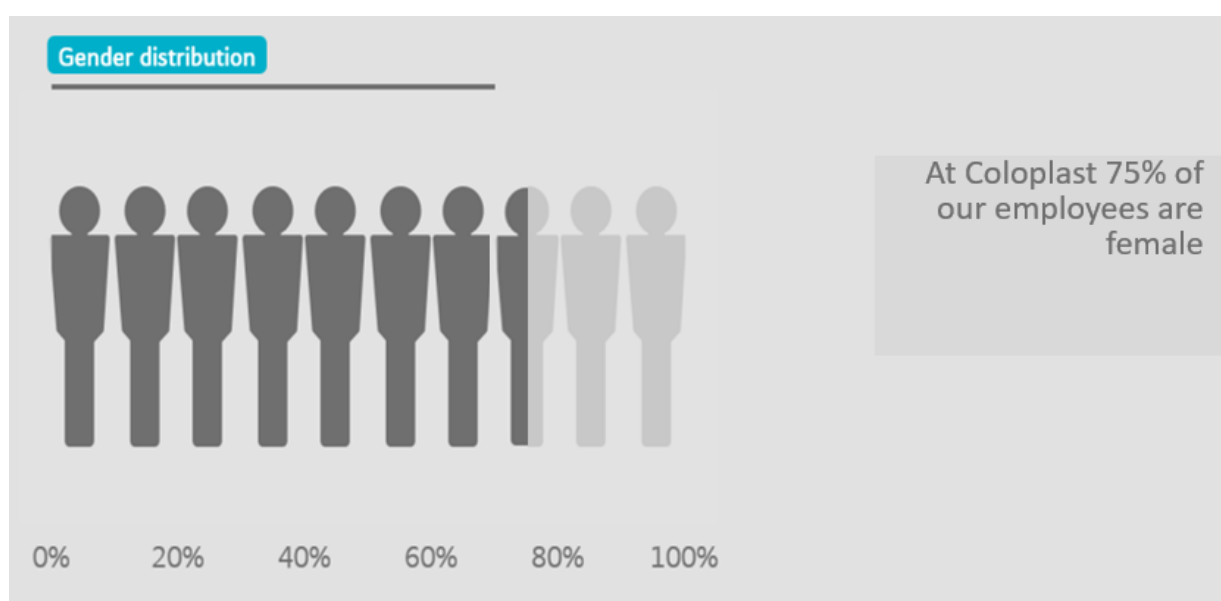
ing the global standard
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Coloplast Gender Pay Report 2022

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.

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 or similar roles.

As an organisation, our ambition remains to be a great place to work for all of our employees, and we constantly evaluate our salaries, benefits, policies and processes to align to this goal. We continue to utilise an internationally recognised job evaluation scheme which is used throughout our global organisation, and regularly benchmark ourselves against the market to ensure that we continue to pay fairly and consistently for all roles.



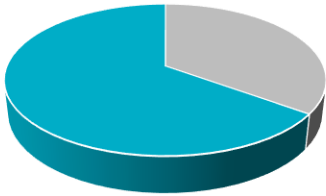
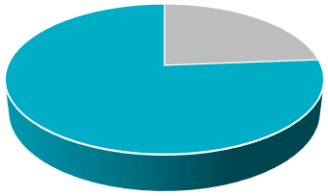




What could cause a Gender Pay Gap?

A gender pay gap can exist where there are more of one gender employed in more senior job roles compared to another gender. An organisation can still pay people fairly and equally when comparing the actual pay for the same or similar jobs. If the split of males and females is disproportionate at different levels of the organisation a gender pay gap will be shown. As with reports covering previous years, this is what we continue to see within Coloplast.

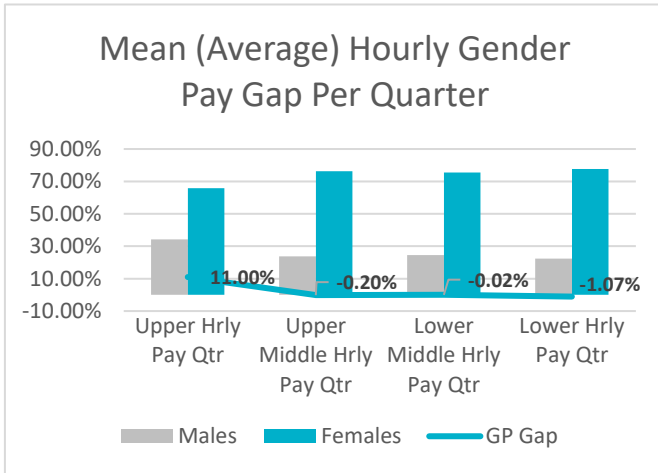
As an organisation, Coloplast has historically reported more female employees than males, and this split has increased from 73% to 75% females. We offer significant levels of flexibility in our warehouse and customer contact roles, which may go some way to explaining why more females are attracted to, and remain within our business. We also enhance the employee experience with family friendly policies and an extensive range of flexible benefits which allow employees to tailor their benefits to their own lifestyles.

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 2022. 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 2022.		Mean 15.28% ↓	Median 14.34% ↓
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 2022. 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 1.26% ↓	Median 26.99% ↓
↓ = Gender Pay Gap has decreased ↑ = Gender Pay Gap has increased			
Proportion of males and females receiving bonus pay			
 81.41%		 81.24%	
Male and female employees by pay quarter			
Upper Hrly Pay Qtr 		Upper Middle Hrly Pay Qtr 	
Males	34.27%	Males	23.78%
Females	65.73%	Females	76.22%
Lower Middle Hrly Pay Qtr 		Lower Hrly Pay Qtr 	
Males	24.48%	Males	22.38%
Females	75.52%	Females	77.62%

Our results, and what we will focus on

We are very pleased that we are able to report a reduction in the mean and median pay gap between men and women, both for salary and for bonus.



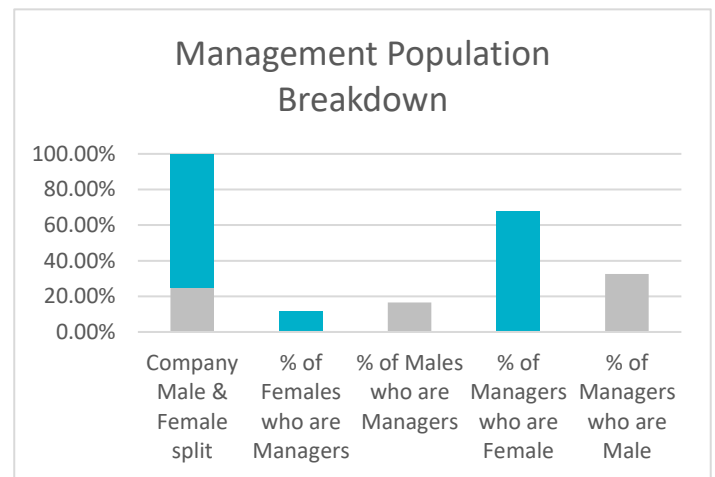
To show how this is further represented across the organisation, we have undertaken additional calculations, and have broken the data into quarters, analysing the Mean (Average) Gender Pay Gap in each quarter.

As can be seen from the graphic, within three quarters, females have a slightly higher average hourly pay rate than males.

This provides a different picture to the overall headline Gender Pay figure reported where we report a higher average hourly pay rate for males. This is clearly driven by having a higher proportion of men within the upper quartile, than we have within the other three quartiles.

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

12.6% of our overall employee group are managers, and hold a role between Team Leader and the Executive Team in the UK. 68% of managers are female, which remains the same as the previous Gender Pay Report. Of those who hold more senior management roles 65% are female, which shows strong representation at this level in the business, and 43% of the Executive Leaders are female. We believe that our leadership population fairly represents the organisation (with 75% females and 25% males), and demonstrates successful females in leadership roles, which hopefully encourages females who wish to progress their careers into management.



Inclusion and diversity remained a key focus globally throughout the organisation, and managers continued to receive training on how to deliver on our Leadership Principle, "We Are Inclusive", ensuring that everyone is able to bring their "true self" to work every day. We employ a significant number of females within the UK, with the majority employed in roles which attract lower levels of pay and bonus, but which have the ability to offer greater levels of flexibility; when analysing the data 19.52% of our total employee population work part time, 95% of this group are female, and 67% fall into the lower hourly pay or lower middle hourly pay quarters

As a business we feel that we offer an environment where everyone has a key role to play regardless of gender, where all contributions are actively sought and valued, and where we provide policies and benefits that support our continued ambition to be a great Employer, one that potential employees will actively seek out, and remain committed to long term.

Statement

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

Signed:

Date: 31 March 2023

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