

# Coloplast Gender Pay Report 2021

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



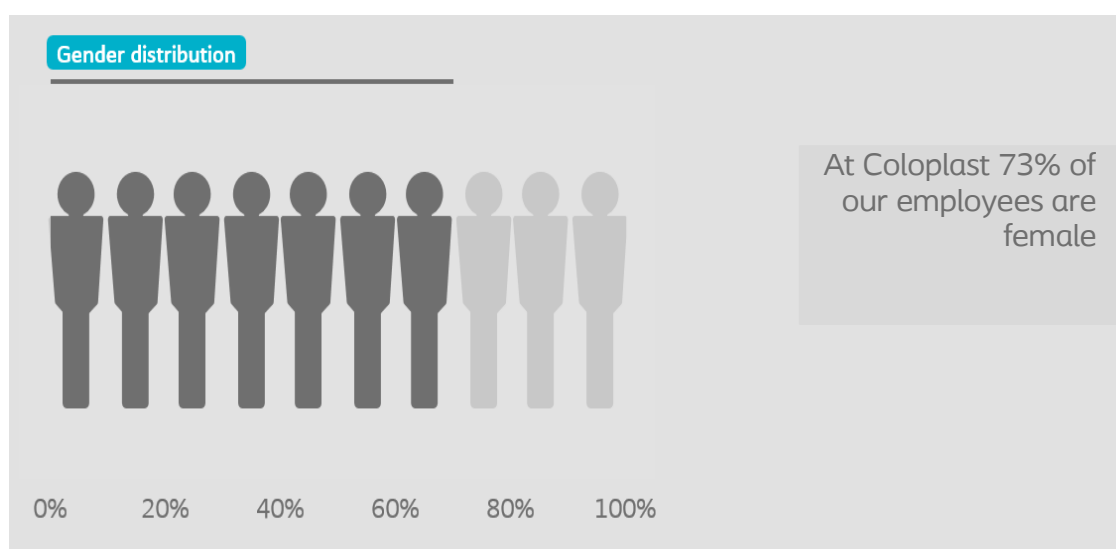
## Coloplast Gender Pay Report 2021

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 job.

We consider that we are a Great Place to Work, and we consistently work hard to ensure that all of our policies and processes support this ethos. We maintain the use of an international job evaluation scheme which is used throughout the global organisation, and regularly benchmark ourselves against the market to ensure that we continue to pay fairly and consistently for all roles.

Our workforce breakdown has remained broadly constant over each of the reports, and for the period covered by this report the gender breakdown remains the same as for the 2020 report, with 73% females and 27% males.



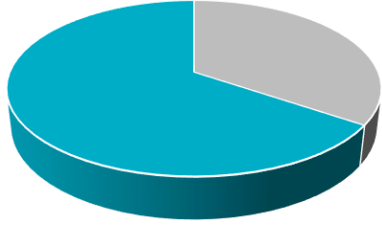
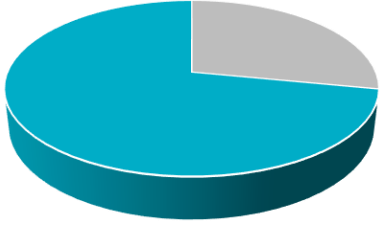
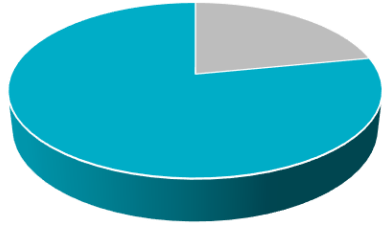
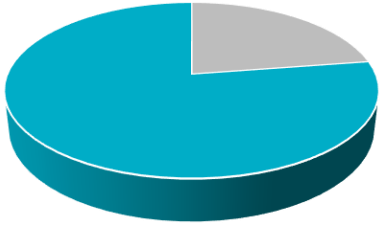


### What could cause a Gender Pay Gap?

A gender pay gap can exist where there are more of one gender employed in more senior job roles compared to another gender. An organisation 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 continues to be seen at Coloplast for the period covered by this report.

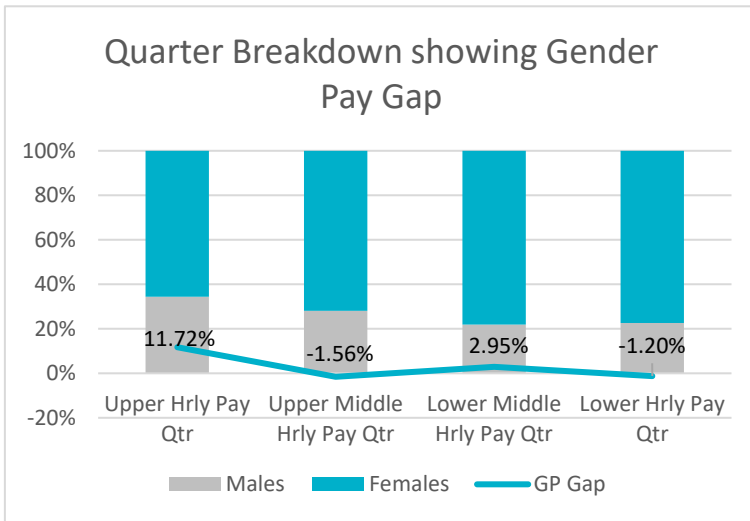
In the previous Gender Pay Report, we detailed an ambitious growth target in some of our Customer facing teams, which led to a significant increase in recruitment over the period covered, attracting higher numbers of females into the business. We entered the COVID pandemic in March 2020, and as was the case with many other organisations, recruitment slowed significantly or stopped altogether, at least for the first half of the year, and the focus moved to keeping existing employees safe, and continuing to serve our customers in new ways. We also saw resignations fall to negligible numbers, so the workforce remained very stable, and as we moved into the latter part of the year covered by this reporting period, recruitment started again, albeit at a much slower level. This goes some way to providing an explanation for the split of employees remaining fairly static.

Statutory Metrics

Gender Pay Gap			
<b>Mean and Median (average) gender pay gap using hourly pay</b> The <b>mean</b> (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 2021. To calculate this figure, the hourly rates of pay for each group are divided by the total number of males and females. The <b>median</b> (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 2021.		<b>Mean</b> 17.53% ↓	<b>Median</b> 20.60% ↑
Gender Bonus Pay Gap			
<b>Mean and Median gender bonus pay gap</b> 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 2021. The <b>mean</b> gender bonus pay gap % is based on the difference in average bonus pay received by males and females. The <b>median</b> gender bonus pay gap % is based on the difference in the mid-point of bonus pay received by males and females		<b>Mean</b> 9.77% ↓	<b>Median</b> 30.83% ↓
↓ = Gender Pay Gap has decreased    ↑ = Gender Pay Gap has increased			
Proportion of males and females receiving bonus pay			
 <b>92.45%</b>		 <b>92.08%</b>	
Male and female employees by pay quarter			
Upper Hrly Pay Qtr 		Upper Middle Hrly Pay Qtr 	
Males	34.48%	Males	28.08%
Females	65.52%	Females	71.92%
Lower Middle Hrly Pay Qtr 		Lower Hrly Pay Qtr 	
Males	21.92%	Males	22.60%
Females	78.08%	Females	77.40%

## Our results, and what we will focus on

We are pleased that we are able to report a reduction in the Mean Average Gender Pay Gap using Hourly Pay, along with a reduction in the Mean and Median Gender Bonus Gap.

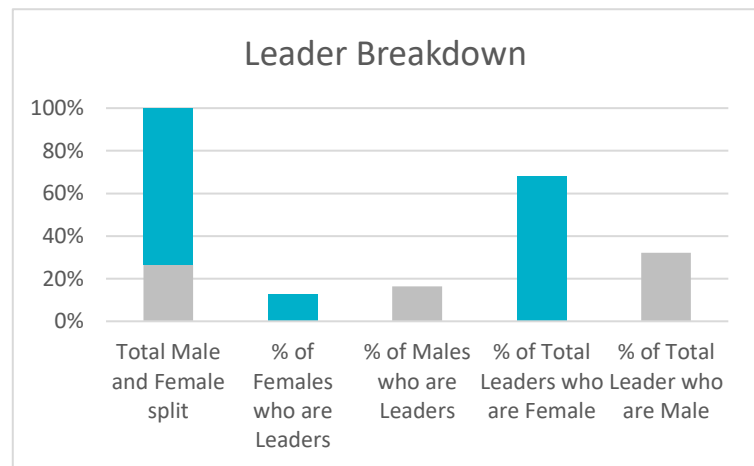


To further understand how these figures can be broken down, and to analyse how the Gender Pay Gap looks across the organisation, as in previous years we have undertaken a deeper analysis of the data, and have broken the data into quarters, analysing the Mean Average Gender Pay Gap in each quarter.

As can be seen from the graphic, in two quarters, females are shown as having a slightly higher average hourly pay rate than males. In the lower middle quarter, males have only a slightly higher average hourly pay rate than females. These figures are very different to the overall headline Gender Pay figure reported.

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

13.6% of our overall workforce are leaders, from Team Leaders through to Senior Directors. Of the total leader group, 68% are female, an increase on previous years. Of the senior leaders 66% are female, which shows strong representation at this level in the business, and 46% of the Senior Team are female. We believe this demonstrates that our leadership population represents the business they lead (with a Company split of 73% females and 27% males), and continues to role model, and encourage females who wish to take up a leadership role in the organisation.




As a global organisation, inclusion and diversity continues to be a focus across all areas of the business, with accountability throughout all tiers of leadership. Within the UK we maintained our emphasis on this journey, with leadership training focused on Inclusion and Diversity, with attention paid to Inclusive Leadership. As the reporting period for this report was dominated by disruption and issues relating to COVID 19, leaders had to find new ways of managing their teams remotely, ensuring that individuals were kept safe, supported effectively in very uncertain times, and developed in new ways to ensure that any possible detriment to employees was kept to a minimum. Overall, during the COVID period, leaders managed exceptionally well, individuals coped with the new ways of working in new and innovative ways, and the team spirit that Coloplast works hard to foster in all areas of the business was kept alive, and indeed thrived. The Company has received consistently excellent feedback from employees on how we have navigated the uncertainty of the pandemic and we are very proud of all we have to done to continue our journey as a Great Employer.

Whilst all organisations strive to report that there is little or no difference in average earnings and bonus distribution between males and females, we understand the reasons for the data reported. We continue to have a population 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. We remain confident in our commitment to act as a fair and equitable Company, and strive to continue on our Great Place to Work journey.

### Statement

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

Signed:   
**Ruth Hutchinson, Senior Director People & Culture UK&I, Coloplast Limited**

**Date:** 1 April 2022