

Ortho Clinical Diagnostics

Gender Pay Gap Report - April 2023 (for publication in April 2024)

1. Introduction

In 2018, the UK Government introduced a new legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. The Regulations requires all UK employers with more than 250 employees to annually publish their gender pay gap data and Ortho Clinical Diagnostics (Ortho) fully supports the new legislation. Ortho Clinical diagnostics is committed to fairness and equality. As an employer, we want to promote equal opportunities for all and foster a culture of inclusivity.

2. The gender pay gap is different from equal pay

The pay gap is not the same as equal pay. Equal pay - that men and women doing the same job should be paid the same - has been a legal requirement for 47 years. Under the Equal Pay Act 1970, and more recently, the Equality Act 2010, it is unlawful to pay people unequally because they are a man or a woman. This applies to all employers, no matter how small.

A gender pay gap shows the difference in average (mean or median) pay between all men and women in the organisation. As an example, a company might have a gender pay gap if a majority of men are in top jobs, despite paying male and female employees the same amount for similar roles.

*Across the UK, men earned 7.7% more than women in April 2023, according to the [Office for National Statistics](#) (ONS). In 2023, the gap among full-time employees increased to 7.7%, up from 7.6% in 2022. This is still below the gap of 9.0% before the coronavirus (COVID-19) pandemic in 2019. Among all employees, the gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and is still below the levels seen in 2019 (17.4%).

3. Our pay gap

Based on the Government's methodology, Ortho Clinical Diagnostic's calculated mean gender pay gap is 5.85%. This compares favourably to the 7.7% UK average*.

Ortho Clinical Diagnostics Gender Pay Gap Figures		
Gender Pay Gap For Hourly Pay		
Mean (average) gender pay gap for hourly pay		5,85%
Median gender pay gap for hourly pay		1,74%
Gender Pay Gap For Bonus Pay		
Mean (average) gender pay gap for bonus pay		18,33%
Median gender pay gap for bonus pay		-6,25%
Percentage of men and women receiving bonus pay		
Men		93,0%
Women		94,0%
Percentage of men and women in each hourly pay quarter		
Quartile	Men	Women
Lower Quartile	60,26%	39,74%
Lower Middle Quartile	61,59%	38,41%
Upper Middle Quartile	60,93%	39,07%
Upper Quartile	66,23%	33,77%

At Ortho Clinical Diagnostics, a little over 60% of employees are male.

4. What does our pay gap data tell us?

The make-up of our business, with lower female representation at senior levels, means that our average male salary is higher than our average female salary.

Ortho Clinical Diagnostic's mean bonus gender pay gap is 18,33%. Our mean bonus pay gap reflects the lower female representation across the company more senior levels.

The median bonus gender pay gap tells us that women at Ortho received 6,25% higher bonuses than men. The median bonus gender pay gap is -6,25%. Median average shows a 'typical' situation. It paints the picture from the middle of the organisation, and is not distorted by the very large or small bonuses.

5. Comparison to previous years' results:

The pay gap at Ortho increased from 2,85% in 2022 to 5,85% in 2023, but the long term trend shows a continuous gap reduction. The pay gap at Ortho remains below the UK national average.

The median pay gap remains low, at 1,74%.

The pay gap at Ortho (mean) was 5.85% in 2023, up from 2.85 in 2022 and below 5.86% in 2021, and 4.81% in 2020, and significantly down from 10.08% in 2019.

Bonus pay gap (mean) has decreased to 18,33% in 2023 (down from 19.77% in 2022, up from 10.07% in previous year, down from 22.50% in previous years).

Median bonus gender gap is in favour of women. It has consistently been in favour of women since 2019.

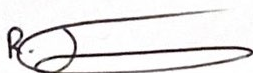
6. Closing the gap

Ortho Clinical Diagnostics is committed to minimising the gender pay gap within the organisation. Gender equality features as one prominent principle in our Code of Conduct. Our Code of Conduct, the most important document at Ortho, is the foundation for all our business practices. We place emphasis on increasing the opportunities to all employees.

Ortho Clinical Diagnostics is supporting this UK legislation and believes that it can play an active role and contribute to closing the gap within the UK labour market.

Ortho Clinical Diagnostics's pay gap data provided has been collated in accordance with the "Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."

Signature

A handwritten signature in black ink, appearing to be 'R. Jenkins', written over a faint horizontal line.

Richard Jenkins
Vice President, Finance

Date 5 April 2024

Location London, UK