

Ortho Clinical Diagnostics

Gender Pay Gap Report - April 2024 (for publication in April 2025)

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.

3. Our pay gap

Based on the Government's methodology, Ortho Clinical Diagnostic's calculated mean gender pay gap is 5.34%. This compares favourably to the 7% UK average*.

*Across the UK, men earned 7% more than women in April 2024, according to the [Office for National Statistics](#) (ONS). In 2024, the gap among full-time employees decreased to 7% down from 7.5% in 2023. Among all employees, the gender pay gap decreased to 13.1% in 2024, from 14.2% in 2023, and is below the levels seen in 2019 (17.4%).

Ortho Clinical Diagnostics Gender Pay Gap Figures		
Gender Pay Gap For Hourly Pay		
Mean (average) gender pay gap for hourly pay		5,34%
Median gender pay gap for hourly pay		4,87%
Gender Pay Gap For Bonus Pay		
Mean (average) gender pay gap for bonus pay		19,06%
Median gender pay gap for bonus pay		0,21%
Percentage of men and women receiving bonus pay		
Men		87,9%
Women		86,1%
Percentage of men and women in each hourly pay quarter		
Quarter	Men	Women
Lower Quartile	59,75%	40,25%
Lower Middle Quartile	60,13%	39,87%
Upper Middle Quartile	64,56%	35,44%
Upper Quartile	65,19%	34,81%

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 19,06%. 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 0,21% lower bonuses than men. The median bonus gender pay gap is 0,21%. 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 decreased from 5,85% in 2023 to 5,34% in 2024 and the long term trend shows a continuous gap reduction. The pay gap at Ortho remains below the UK national average.

The median pay gap increased from 1,74% to 4,87% but continues to be below the UK national average.

Bonus pay gap (mean) has increased to 19,06% in 2024 up from 18,33% in 2023

Median bonus gender gap is 0,21%. It is near zero. A zero percentage figure (highly unlikely), or a figure close to zero would reveal no gap between the bonuses of typical male and female employees. In our organisation, median bonus gap has consistently been very low (close to zero) or in favour of women.

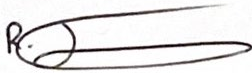
6. Closing the gap

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



Richard Jenkins
Vice President, Finance

Date 5 April 2025

Location London, UK