



# Gender Pay Gap Reporting 2023

BD Research Centre Ireland

# Foreword

BD Research Centre Ireland is part of Becton Dickinson (BD), one of the world's leading medical technology companies. At the BD Research Centre Ireland we have more than 350 associates.

At BD RCI we pursue inclusion, diversity and equality goals because we value the contributions and perspectives of our colleague, and we know that having more voices at the table creates better outcomes and products.

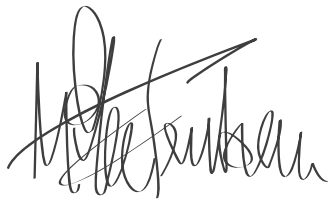
Over the last few years, BD have embarked on a journey to elevate our strong culture to even higher levels, seeking to become best-in-class as a more empowered and innovative workforce, and we are making great strides. Inclusion, diversity and equality is integrated in everything we do – from setting goals to creating strategies, making decisions and ensuring accountability. We remain focused on our journey and are transparent throughout the process by sharing our commitments, goals and measured progress.

BD's inclusion, diversity and equality vision is to create an inclusive environment where all associates can be their authentic selves, thrive, and realise their full potential, which will drive more innovative solutions and services for our customers and patients.

BD Research Centre Ireland is committed to creating an environment where everyone can thrive. In the annual goal setting process, managers are encouraged to work on inclusion and diversity, and we aim to provide a culture where we can leverage our differences to enhance our performance and working environment. Creating a sense of belonging to BD and encouraging purpose-driven leadership is what we continue to do. Our diverse talent truly does make a difference to the business, our shareholders and the customers and patients we serve. We are committed to further developing a culturally inclusive organisation where all employees can flourish, irrespective of gender, belief, or background.

We continue to unreservedly support the Government's introduction of gender pay gap reporting and the goals it sets out to achieve. BD Research Centre Ireland is committed to using the findings of this report as a catalyst for change. We recognise that promoting gender equality is not only a moral imperative but also a strategic advantage. By harnessing the talents and perspectives of all our employees, regardless of gender, we unlock limitless potential for innovation, creativity, and success.

We can confirm that the gender pay gap data contained in this report for BD Research Centre Ireland is accurate and has been calculated in accordance with the gender pay gap reporting requirements as outlined in the Gender Pay Gap Information Act 2021 and accompanying guidance.



Mike Fairbourn  
Vice President & General  
Manager UK & Ireland



Nikki Carroll  
HR Director Ireland

# What is the Gender Pay Gap?

All Irish companies with 250 or more employees are required to publish gender pay and bonus gaps annually.

## It is important to clarify that the gender pay gap is not the same as unequal pay.

Equal pay relates to men and women being paid the same for the same jobs or for work of equal value. The gender pay gap is a measure of the difference between the average earnings of men and women for all roles across an entire organisation.

Diverse teams bring a range of perspectives, fostering innovation and creativity in problem solving. In healthcare this can lead to more comprehensive and effective solutions. Promoting diversity and inclusion aligns with BD's ethical considerations, reflecting a commitment to fairness and equal opportunities.

In the past year we have made significant efforts to include strategies for promoting gender diversity within engineering positions. The under representation of females in engineering roles in Ireland, as in many other places, can be attributed to various factors, including societal norms, gender stereotypes and educational pathways. We have supported the initiative #iamremarkable and have seen hundreds of our associates attend the programme to encourage self-belief and worth. Out of the promotions and adjustments that have happened in the past 12 months, 32.4% were women. We monitor and analyse our employees' pay using external benchmarking data, to ensure gender is not factored in when deciding on pay levels. We also rigorously review pay levels annually across the world to ensure gender equality.

In the analysis of BD Research Centre Ireland, gender pay gap is heavily influenced by the male dominated nature of engineering roles, consisting of 70% of the workforce. As these roles often command higher salaries, the overall pay gap is reflective of this distribution with a 5% difference favouring males.

Cultural expectations and stereotypes often influence career choices from an early age, steering individuals toward or away from certain fields. The lack of females in Engineering is reflective of this. To counter and make a difference we have developed numerous targeted programmes to educate and inform students, from primary age up to third level. These programmes demonstrate the career paths that are possible and encourage women into STEM industries.

Using alternative recruitment practices to hire women into engineering positions is crucial for fostering diversity and inclusion. Traditional methods may inadvertently perpetuate gender bias, limiting the representation of women in the field. We have implemented local programmes which target females returning to the workplace. We have also collaborated with local universities on their engineering programmes to ensure strong pipelining and understand representation across engineering disciplines.

Our bonus payments show a 1% difference in favour of males. More females were hired in the latter part of the year and therefore were not eligible for bonus. 35% of our hires last year were female; this is an 11% increase on the previous year, suggesting that our alternative recruitment practices are effective in attracting a more diverse talent pool, contributing to a more inclusive and successful workforce.

# What is our current gender pay gap and bonus gap at Becton Dickinson Research Centre Ireland?

## Gender pay gap

Mean gender pay gap (%)	Median gender pay gap (%)
5%	6%

## Bonus pay gap

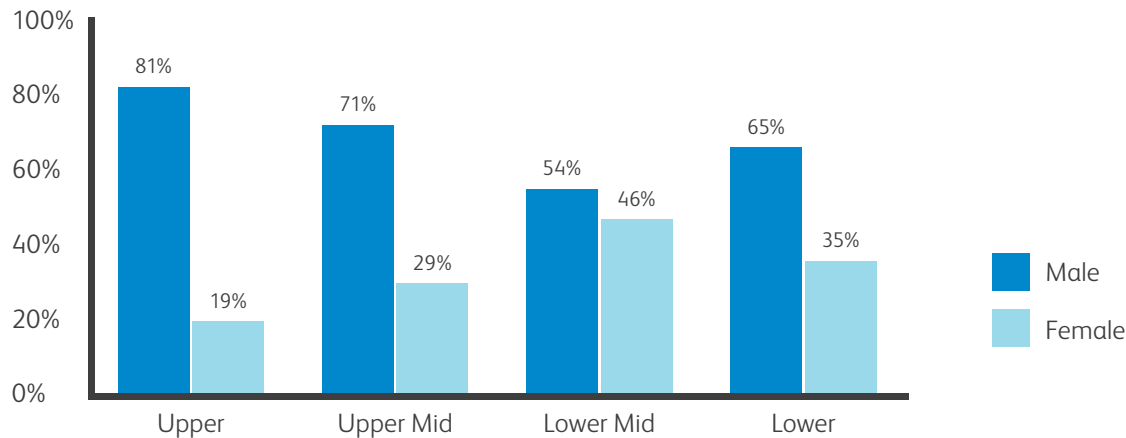
Mean gender bonus gap (%)	Median bonus pay gap (%)
1%	0%

NB: A positive gap means men are paid more than women, whilst a negative gap means women are paid more than men.

## Proportion of males and females receiving a bonus payment

80% of all male employees received a bonus  
77% of all female employees received a bonus

## Quartile analysis



# Our commitment moving forward

With a core leadership competency on promoting an inclusive and diverse workforce, there is a strong commitment to achieving gender balance and truly focusing on inclusion of all. We continue to have senior level metrics in place to increase the number of women in senior leadership roles. We continue to use software to help us ensure our job adverts are gender neutral. We have significantly changed our ways of working to attract talent no matter what gender people identify with.

Recognising and rewarding high performers, irrespective of gender, is a priority. Exceptional female talents will be paired with experienced mentors to facilitate professional growth and ensure a smooth integration into leadership roles.

Recruitment and succession planning are two key areas of focus going forward. In terms of recruitment, we will continue to leverage technology to ensure all job adverts are gender neutral. We will strive to ensure that all open roles have a diverse application slate. We will train all of our hiring managers on a newly developed programme, "Recruit for Success", which addresses conscious and unconscious biases during the recruitment process.

Additionally we are committed to releasing progressive policies tailored to the unique needs of our female employees. This includes initiatives like fertility leave and menopause policy, and acknowledging the challenges of returning to work after parenthood. These are crucial for female career progression within organisations, because they address biological and real-life stage realities that can disproportionately affect women.

By supporting fertility, organisations signal a commitment to family planning, parental leave ensures a work-life balance, and menopause policies acknowledge health considerations, collectively enabling women to navigate their careers with greater flexibility and support. This contributes to a more equitable workplace, reducing barriers that might otherwise hinder female advancement.

Our reward philosophy is gender neutral and is designed to ensure our pay is market competitive and factored on role type, with equal pay for equal roles, experience and ability. We use compensation survey data from leading and trusted providers and we have a thorough calibration process to ensure pay is properly benchmarked.

**We will continue with all the above, and are fully aware we all collectively have a role to play to make a difference.**

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