



Gender Pay Gap Reporting 2025

Becton Dickinson Infusion Therapy U.K.



Foreword


Becton Dickinson Infusion Therapy U.K. are proud of our overall ethos of driving inclusion and diversity. Results do matter, but how they are achieved is also important, which is why we are driven by our value of doing the right thing, and also have a key competency to encourage all employees to promote an inclusive work environment. We aim to provide a culture where we can leverage our differences to enhance our performance and working environment. We have a reward philosophy that focuses on performance and achievement of results, which in turn drives our overarching purpose of “advancing the world of health”. 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 drive a strong management development programme and ongoing development for all employees to provide opportunity to progress in a way that is meaningful for them.

We acknowledge that there is a gender pay gap. This disparity is partly due to the higher representation of males in senior technical roles and higher pay bands.

We unreservedly support the Government’s introduction of gender pay gap reporting and the goals it sets out to achieve. It helps us to progress an agenda we are already committed to progressing. Gender balance and fairness in the workplace is a fundamental pillar to achieving an inclusive and diverse company.

We confirm that the gender pay gap data contained in this report for Becton Dickinson Infusion Therapy U.K. is accurate and has been calculated in accordance with the gender pay gap reporting requirements as outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (“The Regulations”) and accompanying guidance.



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Vice President & General
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What is the Gender Pay Gap?

All U.K. companies with 250 or more employees are required to publish gender pay and bonus gaps annually. For this year all data has to be published by 4th April 2025.

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. This has been a legal requirement in the U.K. since 1970. 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.

At Becton Dickinson Infusion Therapy U.K., inclusion and diversity are among our main cultural imperatives, and are engendered in all that we do. We have a European activity group driving the key messages around diversity, and in particular gender diversity. This has led us to introduce training and awareness to all levels of staff on unconscious bias. We monitor and analyse our employees' pay using external benchmark data, to ensure gender is not factored in when deciding on pay levels.

We can see an increase in females in the upper and upper middle quartiles and more even distribution in lower quartiles, which suggests the practices we have in place are starting to pay dividend. Equally, there has been a meaningful reduction in the hourly mean pay gap from 28.8% to 20%. The median hourly pay gap from 2023 has reduced from 23.6% to 17.9%.

Our bonus earnings indicate that there remains a gap between bonus payments to men and women. Specifically, we have a mean bonus gap of 39.4% and median bonus pay gap of 23.4%.

Overall, we have more males than females in our organisation (roughly 30% female, 70% male). Additionally, there are more males represented in engineering senior technical and leadership roles, which is not specific to BD. This reflects an industry wide gender bias and is the main driving factor behind our gender pay gap.

What is our current gender pay gap and bonus gap at Becton, Dickinson U.K. Limited?

The U.K. Government has outlined how this data should be reported. The gender pay gap is calculated across all jobs, at all levels in an organisation. This data is compiled in accordance with U.K. legislation and reflects all associates employed by the Becton Dickinson Infusion Therapy U.K. legal entity, who number approximately 347.

Gender pay gap

Mean gender pay gap (%)	Median gender pay gap (%)
20.0%	17.9%

Bonus pay gap

Mean gender bonus gap (%)	Median bonus pay gap (%)
39.4%	23.4%

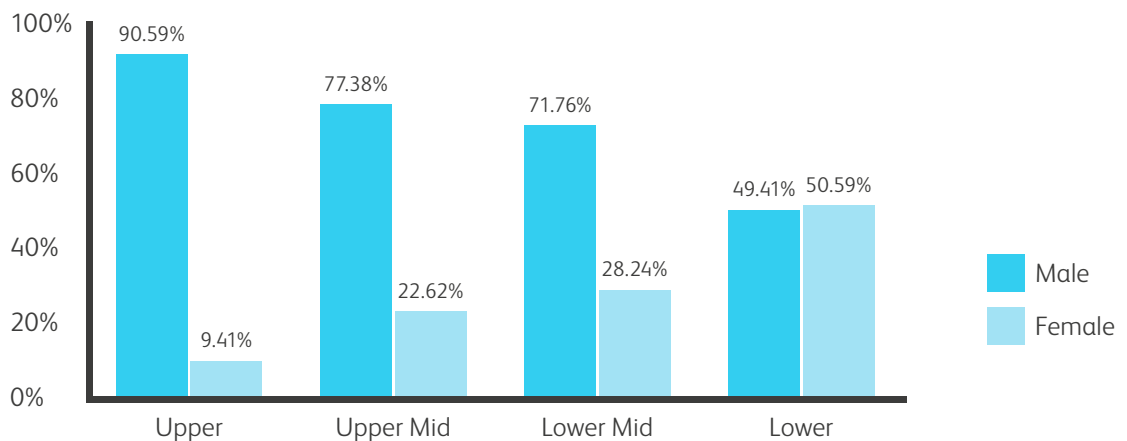
NB: A positive gap means men are paid more than women, whilst a negative gap means women are paid more than men.

Proportion of males and females receiving a bonus payment

99.6% of all male employees received a bonus

99.0% of all female employees received a bonus

Quartile analysis



Our commitment moving forward

With a core leadership competency around promoting an inclusive and diverse workforce, we have a strong commitment to achieving gender balance and truly focusing on inclusion of all. We have senior level metrics in place to increase the number of women in leadership roles. Becton Dickinson Infusion Therapy U.K. will continue to address the gender pay gap by reviewing recruitment practices with a view to ensuring gender neutral job descriptions and interview processes. We have significantly changed our ways of working to attract talent no matter what gender people identify with.

We are promoting career development opportunities for females within STEM by providing mentorship programmes and training opportunities for female employees. We have utilised the apprenticeship levy to increase the skills of our workforce with female employees enrolled on Level 6 Project Management, Level 5 & Level 3 Leadership & Management.

We offer flexible working policies to enhance working options to support work-life balance and make opportunities accessible for all.

As an organisation, we continuously monitor pay practices and make adjustments as needed. By implementing these measures, Becton Dickinson Infusion Therapy U.K. aims to reduce the gender pay gap and promote equality within the workplace.

Our senior leaders support the ongoing Inclusion and Diversity network and all that is done to develop the careers of women and of all our associates. The network activity seeks to communicate the success of women in senior roles but also look at the issue of unconscious bias, as well as self-esteem and assertiveness, and how women can further improve success in the workplace.

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 conduct focused assessment of salaries at a role specific level within the organisation to determine if there is a gender pay gap. Any issues identified are quickly remedied, and close attention will be paid to this moving forward. Whilst we have improved, we understand we need to do more and we will continue to explore ways to continuously improve. 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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