



# Gender Pay Gap Reporting 2017

Becton Dickinson Infusion Therapy U.K.



# Foreword

At BD we are proud of our overall ethos of driving inclusion and diversity. Results do matter, but how they are achieved also matters which is why we are driven by our value of doing what is right, and also have a key objective 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 do 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.

Becton, Dickinson Infusion Therapy U.K., which runs the manufacturing operations in Swindon of the BD Medical - Pharmaceutical Systems division, is pleased to be publishing its Gender Pay Gap Reporting data. We acknowledge that there currently exists a gender pay gap which predominantly relates to the imbalance in the representation of males and females in Engineering positions. We have made significant progress in recent years to ensure that women are better represented in Engineering and within senior job grades, but recognise there is more work to be done.

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 legislation and accompanying guidance.



Mike Fairbourn  
VP & General Manager UKI



John Neat  
Finance Director



Tracey Clarke  
HR Director

# What is our current gender pay gap and bonus gap at Becton Dickinson Infusion Therapy UK?

The UK 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 UK legislation and reflects all employees employed by the Becton Dickinson Infusion Therapy U.K legal entity, which employs approximately 897 employees.

## Gender Pay Gap

Mean gender pay gap (%)	Median gender pay gap (%)
28.7%	24.4%

## Bonus Pay Gap

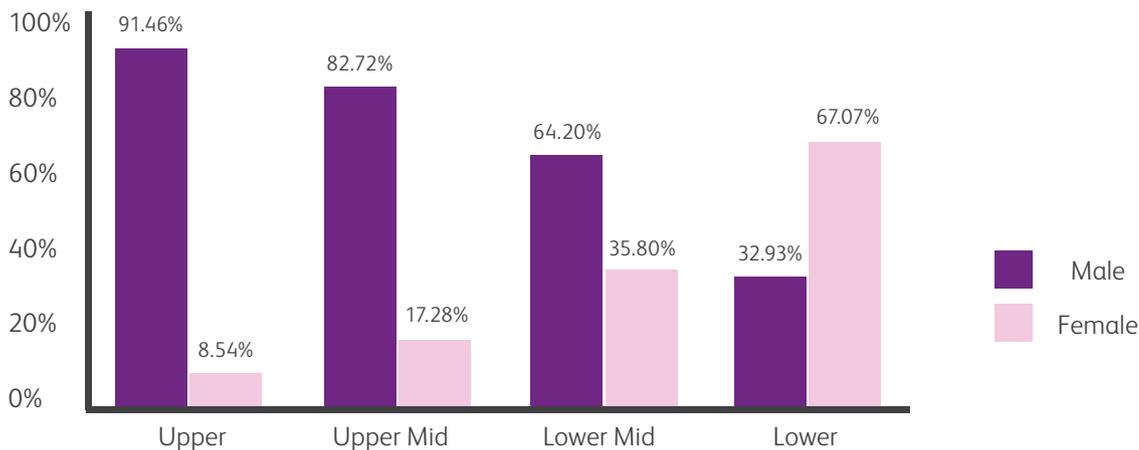
Mean gender bonus gap (%)	Median bonus pay gap (%)
45.2%	11.5%

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

76.5% of all male employees received a bonus  
79% of all female employees received a bonus

## Quartile Analysis



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