Gender Pay Gap Reporting 2021

Becton Dickinson Infusion Therapy UK

Snapshot Dates: 05 April 2019 and 05 April 2020
Becton Dickinson Infusion Therapy UK 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 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 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 UK are pleased to be publishing the Gender Pay Gap Reporting data. We acknowledge that there currently exists a gender pay gap which predominately relates to the fact that males are over-represented in engineering and leadership positions. We are pleased to note that that the gender pay gap has decreased in respect of hourly rate and bonus since we last issued a report. We have made strong progress in recent years to ensure that women are better represented in engineering and within senior leadership positions, 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 UK 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.

Mike Fairbourn  
Vice President & General Manager UK & Ireland

Srividhya Venkataraman  
Finance Director

Rebecca Skelton  
HR Director
What is the Gender Pay Gap?

All UK companies with 250 or more employees are required to publish gender pay and bonus gaps annually. Due to current pandemic circumstances, there has been a delay to the published date and data from 5th April 2019 and 5th April 2020 has to be published by 5th October 2021.

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 UK 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 UK, Inclusion and Diversity is one of main cultural imperatives and something that is 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.

Our data show that we do have a gap between male and female pay, but we are pleased to report that this has reduced when compared to previous years. The median pay gap between male and female has fallen from 22.9% in 2019 to 16.5% in 2020. We are pleased to see there has been some positive fluctuation in the distribution of males and females over the quartiles, with an increase in females in the upper middle quartile (from 22.3% in 2020 to 22.7% in 2021) and lower middle quartile (33.0% in 2020 to 38.5% in 2021).

Our bonus earnings indicate that we have a mean bonus gap between males and females of 48.2% but this is reduced to 0% when presented as a median bonus gap. We are pleased to have decreased the mean bonus pay gap from 57.9% in 2019 to 48.2% in 2020, and the median bonus pay gap from 13.3% in 2019 to 0% in 2020. In 2020 more females than males received a bonus (84.2% female; 80.5% male). We believe that this shows progress.

Our data reflect our organisational structure. Overall, we have more males than females in our organisation (30.6% female; 69.4% male). Additionally, there are more males represented in engineering senior technical and leadership roles. The gender split is more balanced in other functions such as Supply Chain, HR and Finance. 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 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 UK legal entity, which employs approximately 392 employees.

### Gender Pay Gap

<table>
<thead>
<tr>
<th>Year</th>
<th>Mean gender pay gap (%)</th>
<th>Median gender pay gap (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>23.1%</td>
<td>16.5%</td>
</tr>
<tr>
<td>2019</td>
<td>24.4%</td>
<td>22.9%</td>
</tr>
</tbody>
</table>

### Bonus Pay Gap

<table>
<thead>
<tr>
<th>Year</th>
<th>Mean gender bonus gap (%)</th>
<th>Median bonus pay gap (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>48.2%</td>
<td>0%</td>
</tr>
<tr>
<td>2019</td>
<td>57.9%</td>
<td>13.3%</td>
</tr>
</tbody>
</table>

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 in 2020

- **2020**: 80.5% of all male employees received a bonus
- **2019**: 84.2% of all female employees received a bonus

### Quartile Analysis

![Quartile Analysis Chart]

- **Upper**: Male 92.71%, Female 7.29%
- **Upper Mid**: Male 77.32%, Female 22.68%
- **Lower Mid**: Male 61.46%, Female 38.54%
- **Lower**: Male 45.83%, Female 54.17%

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*Male
Female*
Our commitment

With a core leadership competency around promoting an inclusive and diverse workforce, this 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 leadership roles. We have now implemented the use of 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.

We continue with various STEM initiatives to encourage and ideally increase the number of women we have in engineering and manufacturing roles in our organisation. We enjoy a close partnership with a local comprehensive school and have promoted Women in Engineering Day, and hosted an all-female cohort of students on site to with an aim to explore STEM related careers.

Following the pandemic, we have further strengthened our approach to the BD ‘way of working’ and introduced a hybrid, flexible working option for certain roles. We generate a culture of trust but focus on results and performance delivery and hope this continues to attract a diverse workforce. We create a culture where associates feel they can speak up and challenge and are also supported no matter what they experience at work or in their personal lives.

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 remains incredibly gender neutral and is designed to ensure our pay is market competitive, and factored on role type, equal pay for equal roles, experience and ability. We conducted a focused assessment of salaries at a role specific level within the organisation to determine if there was a gender pay gap. Any issues identified were 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.