



Gender Pay Gap Reporting 2017

Becton, Dickinson U.K Limited



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 U.K Limited is pleased to be publishing its Gender Pay Gap Reporting data and confirming that across the two main BD U.K. sites we have a negligible overall gender pay gap and that indeed, the females in the organisation on average earned more in terms of bonus than male employees.

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 U.K Limited 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 the Gender Pay Gap?

All UK companies with 250 or more employees are now required to publish gender pay and bonus gaps on the 5th April each year.

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 U.K Limited, Inclusion and Diversity is one of main cultural imperatives and something that is engendered in all that we do. BD has 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 employee's pay using external benchmark data, to ensure gender is not factored in when deciding on pay levels.

Our data shows that we have a small gap between male and female pay and that on average the women in the organisation earned more in terms of bonus than men. This does reflect our organisational structure. Overall we have fewer females in the organisation than males. In fact, there are almost twice as many males as females, with this imbalance showing mainly in our manufacturing plant where industry-wide gender imbalance in these roles is the main driving factor behind our gender pay gap.

Our split in the commercial organisation is more equal, with more women in commercial roles with the potential of earning bonuses, whilst there are still more men in our overall senior leadership and senior specialist roles in functions such as Finance, Engineering and IT.

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

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 U.K Limited legal entity, which employs approximately 897 employees.

Gender Pay Gap

Mean gender pay gap (%)	Median gender pay gap (%)
0.6%	12.9%

Bonus Pay Gap

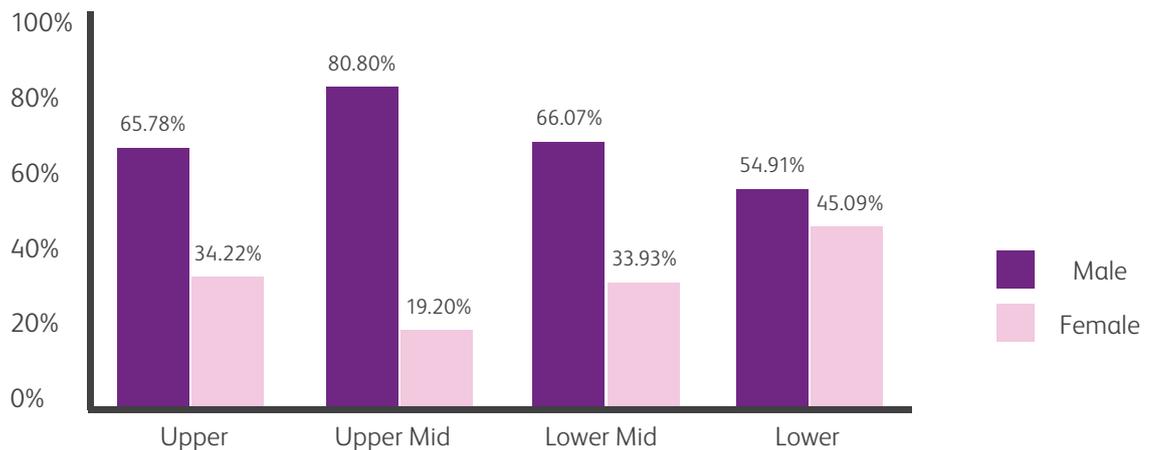
Mean gender bonus gap (%)	Median bonus pay gap (%)
-35.4%	-15.7%

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

89.3% of all male employees received a bonus
87% of all female employees received a bonus

Quartile Analysis



Understanding the gap

Within Becton, Dickinson U.K Limited, we have more than 895 employees. The UK is an important location for us and home to one of the largest manufacturing sites that BD has, based in Plymouth, as well as our Commercial organisation in Winnersh, Berkshire.

Gender pay gap

The demographics do differ across our different sites, mainly driven by the historical factors of occupations more traditionally performed by men than women. Our Plymouth plant is significantly larger than the commercial operation and focuses on manufacturing operations and engineering. The Winnersh site is home to the commercial organisation where there is an equal split between male and female employees carrying out mainly Sales and Sales Support, Marketing, Finance, IT, HR and Customer Service roles, with some Engineering support and a Quality and Regulatory Affairs team.

We still do have fewer women than men in our senior job groups and leadership roles, which does impact the gender pay gap. However, 43% of promotions during 2017 were afforded to women in the organisation, and 28.5% of those were moves by women into the more senior job groups.

Gender bonus gap

Overall our female employees were paid more in terms of bonus than our male employees. Again this is due to the demographics and organisational structure between the sites. Our commercial operation employs more women, with a higher bonus earning opportunity.

Our commitment

Having a core leadership objective of promoting an inclusive and diverse workforce shows our strong commitment to achieving gender balance and truly focusing on inclusion of all. We have senior level metrics in place to increase the amount of women in senior leadership roles. This year we are exploring the use of software to help us ensure our job adverts are gender neutral.

We have implemented a 'BD way of working' to encourage flexibility and a culture where presenteeism is not a focus. We generate a culture of trust but focus on results and performance delivery, and hope this continues to attract a diverse workforce. We will continue to stay ahead of the game and focus on doing all we can to encourage this culture even further.

Our senior leaders support the ongoing Inclusion and Diversity network and all that is being done to develop the careers of women and of all our associates. The network's 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, equal pay for equal roles, experience and ability. We will continue to ensure that comparisons are made to external and internal benchmarks to ensure equity. 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.



1030 Eskdale Rd, Winnersh, Wokingham RG41, UK

bd.com/uk

© 2018 BD. BD and the BD Logo are trademarks of Becton, Dickinson and Company.

