

Ortho Clinical Diagnostics

Gender Pay Gap Report - April 2022

1. Introduction

In 2018, the UK Government introduced a new legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap. The Regulations requires all UK employers with more than 250 employees to annually publish their gender pay gap data and Ortho Clinical Diagnostics (Ortho) fully supports the new legislation. Ortho Clinical diagnostics is committed to fairness and equality. As an employer, we want to promote equal opportunities for all and foster a culture of inclusivity.

2. The gender pay gap is different from equal pay

The pay gap is not the same as equal pay. Equal pay - that men and women doing the same job should be paid the same - has been a legal requirement for 47 years. Under the Equal Pay Act 1970, and more recently, the Equality Act 2010, it is unlawful to pay people unequally because they are a man or a woman. This applies to all employers, no matter how small.

A gender pay gap shows the difference in average (mean or median) pay between all men and women in the organisation. As an example, a company might have a gender pay gap if a majority of men are in top jobs, despite paying male and female employees the same amount for similar roles.

3. Our pay gap

Based on the Government's methodology, Ortho Clinical Diagnostic's calculated mean gender pay gap is 2.85%. This compares favourably to the 8.3% UK average*.

*Across the UK, men earned 8.3% more than women in April 2022, according to the [Office for National Statistics](#) (ONS). In 2022, the gap among full-time employees increased to 8.3%, up from 7.7% in 2021. 9.0% in April 2019 (pre-coronavirus (COVID-19) pandemic).

Ortho Clinical Diagnostics Gender Pay Gap Figures		
Gender Pay Gap For Hourly Pay		
Mean (average) gender pay gap for hourly pay		2.85%
Median gender pay gap for hourly pay		-8.03%
Gender Pay Gap For Bonus Pay		
Mean (average) gender pay gap for bonus pay		19.77%
Median gender pay gap for bonus pay		-7.29%
Percentage of men and women receiving bonus pay		
Men		84.4%
Women		87.0%
Percentage of men and women in each hourly pay quarter		
Quarter	Men	Women
Lower Quartile	58.40%	41.60%
Lower Middle Quartile	61.60%	38.40%
Upper Middle Quartile	60.80%	39.20%
Upper Quartile	66.90%	33.10%

At Ortho Clinical Diagnostics, a little over 60% of employees are male.

4. What does our pay gap data tell us?

The make-up of our business, with lower female representation at senior levels, means that our average male salary is higher than our average female salary.

Ortho Clinical Diagnostic's mean bonus gender pay gap is 19.77%. Our mean bonus pay gap reflects the lower female representation across the company more senior levels.

The median bonus gender pay gap tells us that women at Ortho received 7.29% higher bonuses than men. The median bonus gender pay gap is -7.29%. Median average shows a 'typical' situation. It paints the picture from the middle of the organisation, and is not distorted by the very large or small bonuses.

5. Comparison to previous years' results:

The pay gap at Ortho continues to decline (despite a small increase in the UK national trend), and is down in 2022 versus 2021), long term trend shows a continuous gap reduction.

For the first time since the introduction of gender pay gap, the median pay gap is in favour of women.

The pay gap at Ortho (mean) was 2.85% in 2022, down from 5.86% in 2021, and 4.81% in 2020, and significantly down from 10.08% in 2019.

Bonus pay gap (mean) has increased to 19.77% in 2022 (up from 10.07% in previous year) but lower than 22.50% in previous years.

Median bonus gender gap is in favour of women. It has consistently been in favour of women since 2019.

6. Closing the gap

Ortho Clinical Diagnostics is committed to minimising the gender pay gap within the organisation. Gender equality features as one prominent principle in our Code of Conduct. Our Code of Conduct, the most important document at Ortho, is the foundation for all our business practices. We place emphasis on increasing the opportunities to all employees.

Ortho Clinical Diagnostics is supporting this UK legislation and believes that it can play an active role and contribute to closing the gap within the UK labour market.

Ortho Clinical Diagnostics's pay gap data provided has been collated in accordance with the "Equality Act 2010 (Gender Pay Gap Information) Regulations 2017."

Signature



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Ortho Clinical Diagnostics

Date

5 April 2023

Location London, UK