

## UK Gender Pay Gap Report 2021

### Enabling our people to thrive

28 March 2022

For employers with over 250 employees in the UK, it is a requirement to report on the company's gender pay gap on an annual basis. At ConvaTec, we see this as an opportunity to reflect on our broader approach to diversity, equity, inclusion and wellbeing and the impact it has on our people, culture and business practices.

### Our approach

We are committed to creating a positive and diverse working environment where everyone is treated fairly. Specifically, in relation to pay and recruitment, performance review and reward processes, we continue our efforts to ensure that regardless of gender, our employees are paid consistently for similar roles.

The gender pay gap metric represents one proof point to which we can hold ourselves accountable on our broader journey in Diversity, Equity & Inclusion (DE&I) and Wellbeing. In 2021, we created a group-wide DE&I and Wellbeing framework, which is a component of ConvaTec's broader Environmental, Social and Governance (ESG) strategy. It sits within our ESG strategic pillar of 'Enabling our people to thrive'. This is significant because our ESG strategy and associated targets are shared with a broader set of stakeholders, and these public commitments hold us accountable for the targets we set.

We have analysed our pay data in detail, and the tables below summarise the key information as at 5 April 2021.

### What is the gender pay gap?

The gender pay gap is the difference in the average hourly rate of pay between all relevant fully paid men and women in a company. This is a measure largely influenced by the gender composition of a company's workforce. This is different from equal pay, which is the difference in pay between a man and a woman who carry out the same or similar role or work of equal value in a company.

### Our gender pay gap calculation

The table below shows our overall mean and median gender pay gap, as well as our bonus gender pay gap, for the performance of 2020, based on hourly rates of pay as at the "snapshot date", 5 April 2021. The data provided relates to our UK employees only.

	Percentage difference mean	Percentage difference median
Hourly rate of pay	8.63%	6.87%
Bonus Gender Pay Gap	11.32%	-0.24%

In 2021, the median hourly pay difference between our male and female employees reduced to 6.87% (2020: 13.7%), which is significantly below the UK median pay gap of 15.4% (Source: Office for National Statistics).

A detailed breakdown of pay by gender and pay by quartile is shown in the table below. In the lower and upper middle quartiles, we have more females than males. In the lower middle and upper quartiles, we have more males than females. The greatest difference in numbers of male versus female employees is in the upper quartile band.

### Proportion of females and males in each quartile band

Hourly pay	£8.92 < £14.70	£14.72 < £20.66	£20.66 < £31.89	£32.19 < £211.88
Total in band	226	226	225	225
Male total: 467	108	116	110	133
Female total: 435	118	110	115	92
% male	48%	51%	49%	59%
% female	52%	49%	51%	41%

Our gender pay gap reflects the demographic make-up of our business. The April 2021 data show an improvement on the previous year, as a result of our continuing efforts to recruit and retain more women in senior management roles. As ConvaTec continues to focus on our Diversity, Equity and Inclusion and Wellbeing strategy, certain initiatives – such as hiring practices that involve DE&I-focused recruitment firms, and requiring diverse shortlists for all roles – have led to an improvement in not just the gender pay gap, but also in the gender mix of our employees and the awareness of DE&I and wellbeing objectives among hiring managers. We also track a number of metrics to measure progress and ensure that we recruit and retain a skilled and diverse workforce.

Bonus payments were awarded in March 2021. Those eligible to receive a bonus during the relevant period are shown in the table below.

	Females	Males
Proportion of females and males receiving a bonus payment	87%	91%
Eligible population for a bonus during the relevant bonus pay period	454	477

### Other 2021 highlights and targets (global)

We recognise that increasing the number of women in senior management will help us close the gender pay gap. In our 2021 Annual Report, we commit to achieving 40% women in senior management by 2025. But this topic is more important than numbers. More equal representation is not only the right thing to do; it will also help ConvaTec realise its vision of pioneering trusted medical solutions to improve the lives we touch. DE&I and Wellbeing are essential for ConvaTec to pivot to sustainable and profitable growth. In 2021, gender breakdown of ConvaTec's leadership was:

- Board members 30% women
- ConvaTec Executive Leadership Team (CELT) 27% women
- Senior management\* 32% women

\*Includes CELT members and their direct reports, excluding assistants

ConvaTec is full of talented women who are applying their scientific skills to clinical and R&D work. Yet, women remain under-represented in science-related industries. To play our role in raising awareness, we celebrated International Day of Women and Girls in Science, as well as a year-round campaign featuring women in engineering, where we asked our colleagues to showcase their contributions and highlight the career opportunities available within this exciting industry. We celebrate Women in Science Day and the HR talent acquisition team strives to reach the greatest number of women candidates for positions at ConvaTec.

Of course, it is not enough to simply hire women. We are also focused on fostering a culture within ConvaTec that allows everyone to be themselves and feel supported to grow. Employee Resource Groups (ERGs) play an important role in supporting the wellbeing of colleagues, helping them feel comfortable bringing their whole selves to work. The Women's Network ERG has plans to expand in 2022 by creating chapters for each geographic region. In our 2021 Annual Report we set an ESG Target to reduce voluntary turnover to less than 10% by the end of 2023, and we know the Women's Network will play a role in delivering on this target.

I confirm that the calculations provided are accurate and meet the requirements of legislation.



**Natalia Kozmina**  
Chief Human Resources Officer  
28 March 2022

### 2021 UK Gender Pay Gap Reporting

This disclosure has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data and calculations are accurate as at 5 April 2021 and reviewed and confirmed by EY. For further information on ConvaTec visit [www.convatecgroup.com](http://www.convatecgroup.com)