

Gender Pay Gap Report 2021

Zimmer Biomet – UK Companies

Introduction

Under legislation introduced in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

The gender pay gap shows the differences in average pay between men and women, it is expressed as a percentage of men's earnings e.g. women earn 15% less than men.

It is different to equal pay which deals with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

This report shows the gender pay gap for Zimmer Biomet companies in the UK based on hourly rates of pay as at the snapshot date of 5 April 2021 and bonuses paid in the year to 5 April 2021.

The data in this report is accurate and meets the requirements of the The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Rael Ryan, HR Director Northern Region

Commentary

The analysis of our figure tells us that our gender pay gap as at April 2021 arises because fewer women hold senior positions within the Company than men, with women making up 37% of our workforce. This also impacts on the bonus gap for the same reason.

Traditionally, our industry is more male dominant.

Across all companies in the UK we aim to have a balanced workforce, and have the following initiatives in place:

- Flexible working – a number of our employees work part time or flexible hours. We will consider different ways of working as it helps us to both attract and retain the best people in our businesses.
- Our recruitment practices – we ensure that they are free of any bias and we are moving towards an equal intake of men and women at shortlist stage.
- Job levelling – we ensure that there is no bias in our compensation and benefits practices and strive to ensure an approach to pay based on experience and not gender.
- We have a commitment to diversity in our workplace.
- In 2021 we launched a talent programme specifically designed at developing female leaders of the future.

Company Specific Information

Biomet UK Healthcare Ltd

Our Median Gender Pay Gap

10.28%

Our Mean Gender Pay Gap

35.13%

Our Median Bonus Gap

51.22%

Our Mean Bonus Gap

21.72%

100%
of females
received a bonus

100%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	48.00%	52.00%
Lower Middle Quartile	32.00%	68.00%
Upper Middle Quartile	28.00%	72.00%
Upper Quartile	12.00%	88.00%

**Women make up 30% of
our workforce**

Biomet UK Ltd

Our Median Gender Pay Gap

25.98%

Our Mean Gender Pay Gap

8.98%

Our Median Bonus Gap

26.17%

Our Mean Bonus Gap

-3.57%

100%
of females
received a bonus

100%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	40.46%	59.54%
Lower Middle Quartile	12.90%	87.10%
Upper Middle Quartile	3.68%	96.32%
Upper Quartile	12.31%	87.69%

**Women make up 17% of
our workforce**

Biomet 3i UK Ltd

Our Median Gender Pay Gap

3.79%

Our Mean Gender Pay Gap

25.98%

Our Median Bonus Gap

-33.63%

Our Mean Bonus Gap

38.19%

100%
of females
received a bonus

100%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	50.00%	50.00%
Lower Middle Quartile	66.67%	33.33%
Upper Middle Quartile	66.67%	33.33%
Upper Quartile	66.67%	33.33%

Women make up 62% of our workforce

Zimmer Biomet UK Ltd

Our Median Gender Pay Gap

21.01%

Our Mean Gender Pay Gap

23.72%

Our Median Bonus Gap

16.07%

Our Mean Bonus Gap

57.88%

65.66%
of females
received a bonus

49.31%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	63.3%	36.7%
Lower Middle Quartile	47.5%	52.5%
Upper Middle Quartile	24.6%	75.4%
Upper Quartile	27.9%	72.1%

Women make up 41% of our workforce



ZIMMER BIOMET

Your progress. Our promise.™