

Gender Pay Gap Report 2022

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 2022 and bonuses paid in the year to 5 April 2022.

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 2022 arises because fewer women hold senior positions within the Company than men, with women making up 41% 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

35.36%

Our Mean Gender Pay Gap

29.41%

Our Median Bonus Gap

53.73%

Our Mean Bonus Gap

56.59%

100%
of females
received a bonus

100%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	58.33%	41.67%
Lower Middle Quartile	43.48%	56.25%
Upper Middle Quartile	17.39%	82.61%
Upper Quartile	8.70%	91.30%

**Women make up 32% of
our workforce**

Biomet UK Ltd

Our Median Gender Pay Gap

19.8%

Our Mean Gender Pay Gap

6.68%

Our Median Bonus Gap

23.45%

Our Mean Bonus Gap

1.92%

98.92%
of females
received a bonus

98.6%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	46.3%	53.7%
Lower Middle Quartile	5.4%	94.6%
Upper Middle Quartile	10.1%	89.9%
Upper Quartile	12.5%	87.5%

Women make up 18% of our workforce

Zimmer Biomet UK Ltd

Our Median Gender Pay Gap

27.92%

Our Mean Gender Pay Gap

28.07%

Our Median Bonus Gap

37.07%

Our Mean Bonus Gap

33.72%

100%
of females
received a bonus

92.65%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	53.4%	46.6%
Lower Middle Quartile	41.4%	58.6%
Upper Middle Quartile	37.9%	62.1%
Upper Quartile	31.6%	68.4%

Women make up 41% of our workforce



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