

Gender Pay Gap Report 2018

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 2018 and bonuses paid in the year to 5 April 2018.

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



Angela Todd, Associate HR Director North Region

Commentary

The analysis of our figures tells us that our gender pay gap as at April 2018 arises because fewer women hold senior positions within the Company than men, with women making up 25.7% of our workforce for the combined UK Companies. This also impacts on the bonus gap for the same reason.

Traditionally, our industry is more male dominant. We are working to have a more balanced workforce across the UK, with particular focus on:

- **Fostering a Culture of Inclusion**
 - We have a commitment to diversity and inclusion in our workplace
- **Recruitment**
 - Our practices are free from bias and we look to have an equal intake of men and women at shortlist stage, and report on this for leadership level positions
 - We are working to bring more women into STEM roles in our company (science, technology, engineering and maths)
- **Compensation**
 - We have a global compensation philosophy and strive to ensure our approach to pay is based on experience and not gender
- **Ways of Working**
 - 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.

Company Specific Information

Biomet UK Healthcare Ltd

Our Median Gender Pay Gap

14.5%

Our Mean Gender Pay Gap

16.7%

Our Median Bonus Gap

50.4%

Our Mean Bonus Gap

52.0%

84%
of females
received a bonus

97%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	43.48%	56.52%
Lower Middle Quartile	25.00%	75.00%
Upper Middle Quartile	22.73%	77.27%
Upper Quartile	17.39%	82.61%

Women make up 27% of our workforce

Biomet UK Ltd

Our Median Gender Pay Gap

13.6%

Our Mean Gender Pay Gap

8.6%

Our Median Bonus Gap

15.2%

Our Mean Bonus Gap

2.4%

81.19%
of females
received a bonus

87.82%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	37.06%	62.94%
Lower Middle Quartile	12.59%	87.41%
Upper Middle Quartile	8.51%	91.49%
Upper Quartile	12.67%	87.33%

Women make up 17.8% of our workforce

Biomet 3i UK Ltd

Our Median Gender Pay Gap

10.8%

Our Mean Gender Pay Gap

9.9%

Our Median Bonus Gap

43.8%

Our Mean Bonus Gap

41.3%

80%
of females
received a bonus

100%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	100%	0%
Lower Middle Quartile	100%	0%
Upper Middle Quartile	33.33%	66.67%
Upper Quartile	100%	0%

Women make up 83% of our workforce

Zimmer Biomet UK Ltd

Our Median Gender Pay Gap

14.6%

Our Mean Gender Pay Gap

17.9%

Our Median Bonus Gap

61.4%

Our Mean Bonus Gap

66.0%

93.69%
of females
received a bonus

82.58%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	51.35%	48.65%
Lower Middle Quartile	49.32%	50.68%
Upper Middle Quartile	30.14%	69.86%
Upper Quartile	21.74%	78.26%

Women make up 38.4% of our workforce



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