

Gender Pay Gap Report 2020

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 2020 and bonuses paid in the year to 5 April 2020.

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 2020 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

16.78%

Our Mean Gender Pay Gap

19.64%

Our Median Bonus Gap

43.52%

Our Mean Bonus Gap

43.70%

100%
of females
received a bonus

100%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	17.39%	82.61%
Lower Middle Quartile	30.43%	69.57%
Upper Middle Quartile	52.17%	47.83%
Upper Quartile	47.83%	52.17%

Women make up 37% of our workforce

Biomet UK Ltd

Our Median Gender Pay Gap

13.37%

Our Mean Gender Pay Gap

7.25%

Our Median Bonus Gap

2.69%

Our Mean Bonus Gap

-24.41%

100%
of females
received a bonus

98.99%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	12.79%	87.21%
Lower Middle Quartile	2.38%	97.62%
Upper Middle Quartile	8.24%	91.76%
Upper Quartile	29.07%	70.93%

**Women make up 13% of
our workforce**

Biomet 3i UK Ltd

Our Median Gender Pay Gap

23.5%

Our Mean Gender Pay Gap

22.75%

Our Median Bonus Gap

7.08%

Our Mean Bonus Gap

11.09%

75%
of females
received a bonus

100%
of men
received a bonus

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

**Women make up 66% of
our workforce**

Zimmer Biomet UK Ltd

Our Median Gender Pay Gap

19.79%

Our Mean Gender Pay Gap

23.43%

Our Median Bonus Gap

65.97%

Our Mean Bonus Gap

47.53%

93.75%
of females
received a bonus

95.12%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	24.64%	75.36%
Lower Middle Quartile	30.43%	69.57%
Upper Middle Quartile	47.83%	52.17%
Upper Quartile	59.42%	40.58%

Women make up 40% of our workforce



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