

UK Gender Pay Gap Report

2024

About this report



Mölnlycke Healthcare Ltd is committed to promoting equality and diversity in the workplace. As part of our commitment to this, we are pleased to present our Gender Pay Gap Report for the reporting period ending March 31, 2024 in accordance with legislation that came into force in April 2017.

This legislation requires all employers with over 250 employees to publish the gender pay ratio of their total UK business on an annual basis each April, for the previous year. This includes reporting on the gender pay gap and gender bonus gap (mean and median results), as well as the proportion of males and females receiving a bonus and the proportion of males and females in each quartile pay band.

It is important to note that gender pay gap is not the same as assessing equal pay. Gender pay gap reports average pay rates of men and women across an organisation, regardless of role or grade level.

This document has been developed in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and reports employee data for Mölnlycke UK correct as at 5 April 2024.



We are very proud to report on our gender pay gap. We have focused consistently to maintain our gender equality ambitions and we encourage and promote a diverse organisation. This remains a constant focus for us and our UK leadership team work closely with our People function and DE&I Council to learn, share and educate good practice.

James Hockley, Business Director ORS & General Manager Commercial, UK & Ireland



Maintaining our gender pay gap is essential to maintaining our ambition to be a diverse, equitable and inclusive employer. Not only is it the right thing to do but it also helps us to attract the very best talent.

Michelle Burns, General Manager Manufacturing, UK

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Definitions & Methodology

The difference
between the average
hourly earnings of
men and women

Gender Pay Gap

The difference
between the average
hourly earnings of all
male employees and
female employees

Mean Pay Gap

The difference
between the midpoints
in the hourly earnings
distribution of male
and female employees

Median Pay Gap

The difference
between the average
bonus payments
received by male and
female employees

Bonus Pay Gap

Mölnlycke UK Gender Pay Gap

The data contained in this report clarifies the gap between male and female pay and bonus earnings in the reporting period. The mean is the pure average of the data. The median is the midway point of the data when listed from top to bottom.

We are reporting a **negative gender pay gap for 2024**, as on average, women's gross hourly earnings and bonuses were higher than those of men.

Over the past seven reporting years, both **our gender pay gap and gender bonus gap have reduced significantly**.



Mölnlycke UK overall gender pay and bonus gap results (including employees in international roles and global functions)

In the past seven reporting periods (from 2018 to 2024):

- The mean overall **gender pay gap** for the UK has reduced by 22% to -8% and the median gap has reduced by 11% to -16%. This data is based on hourly rates of pay as at the ‘snapshot date’ of 5 April 2024.
- The **gender bonus gap** has changed from -17% in 2023 to -12% (mean) with a median of -25% in 2024.
- The **proportion of males and females receiving a bonus** in the pay period were 94% of males and 94% of females.

- The **percentage of male and female employees by pay quartile** in the period as of snapshot date 5 April 2024:

	Male	Female
Lower (lowest 25%)	59.4%	40.5%
Lower Middle (25-50%)	55.8%	44.1%
Upper Middle (50-75%)	51.4%	48.5%
Top (highest 25%)	48.5%	51.4%
All	54%	46%

Mölnlycke UK overall gender pay and bonus gap analysis

- Overall, in the UK Mölnlycke employs slightly more women than men (51% and 49% respectively).
- All roles have fair and robust recruitment and talent development processes, regardless of gender.
- Our UK Commercial and Manufacturing Leadership Teams are proudly gender diverse (Male:Female):
 - Manufacturing: 6:3 
 - Commercial: 3:4 
- The bonus gap is partly explained by the fact that the bonus data includes all bonuses received regardless of reason and performance related bonuses are paid to reflect the period of time actually worked in the performance year.
- In Manufacturing the more senior roles are eligible for performance bonuses and a greater number of employees are eligible for smaller legacy service bonuses.
- In addition, bonus targets are higher in more senior roles within the business and are awarded based on a percentage of salary.
- Furthermore, these roles tend to attract long-term incentive bonuses too, again as possible cause for the significant shift in the gaps.
- Within our data, there is a female Global Executive Leadership Team member along with a number of other Senior positions filled by women.

Statutory reporting: Mölnlycke gender pay data for 2024

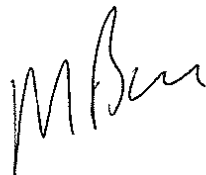
Our UK entity consists of three employee populations – our commercial organisation, our manufacturing organisation and a group of UK based employees working with a global/international scope. Under current regulations, we are required to report gender pay and bonus gaps for all as at 5 April 2024.

Mölnlycke gender pay data												
Employees	Women (%)		Reportable Pay Gap (%)				Reportable Bonus Gap (%)				% receiving bonus	
			Mean		Median		Mean		Median		Men	Women
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
325	52%	51%	-4%	-8%	-13%	-16%	-17%	-12%	-187%	-25%	76%	94.00%

James Hockley, Business Director ORS & General Manager Commercial, UK & Ireland



Michelle Burns, General Manager Manufacturing, UK



Donika Kaneva, UK People Services Manager



*The number of employees in scope for analysis at 5 April 2024

Our Reward & Development ethos

Salary setting, reviews & bonus pay

Mölnlycke is committed to creating an environment where people feel empowered to develop to their full potential, wherever they work and regardless of their gender.

At Mölnlycke salaries are defined using the Hay methodology to group together job roles of similar size and impact. Our reward strategy at Mölnlycke is aligned to this to ensure fairness and consistency of approach.

Salary decisions are a factor of:

- Sustained employee performance
- Position in market
- Internal relativities
- Available budget

We use Hay market data to inform salary decisions. In addition, we also implement a process of 'grandparent' review and approval, alongside HR engagement, in all parts of the performance and reward process, from assigning salaries at the recruitment phase, the salary review process and bonus decisions.

For the majority of Manufacturing employees, pay is based on a local grading structure, dependent on the roles they perform. Pay awards are defined by the available budget and ensure the lowest grades remain compliant with the UK Real Living Wage.

Performance bonus awards for eligible roles are based on a combination of company financial performance and individual performance against objectives, with individual performance being the overriding factor for employees lower down the grading structure. Pay and bonus structures are gender neutral.

Our Talent Ethos



At Mölnlycke we pride ourselves on having a strong flexible working culture with men and women working part time and/or on a flexible working pattern to fit with their lifestyle.

Flexible Working



Mölnlycke®