

Gender Pay Gap Report 2017

Zimmer Biomet – UK Companies

Introduction

Under new 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 2017 and bonuses paid in the year to 5 April 2017.

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



Helen McGraw, HR Director Northern Region

UK Overview

Our Median Gender Pay Gap

13.4%

Our Mean Gender Pay Gap

14.8%

Our Median Bonus Gap

17.3%

Our Mean Bonus Gap

29.8%

63.5%
of females
received a bonus

77.2%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	48.81%	51.19%
Lower Middle Quartile	17.81%	82.19%
Upper Middle Quartile	15.38%	84.62%
Upper Quartile	21.63%	78.37%

**Women make up 25.90%
of our workforce**

Mean is the average of the numbers: a calculated "central" value of a set of numbers.
Median is the middle number in a sorted list of numbers.

We are required to report our gender pay gap data for each separate legal entity that has at least 250 employees and therefore we have reported data for Biomet UK Ltd and Zimmer Biomet UK Ltd. We have also included Biomet UK Healthcare Ltd and Biomet 3i to be representative of all our employing entities in the UK.

Commentary

The analysis of our figure tells us that our gender pay gap as at April 2017 arises because fewer women hold senior positions within the Company than men, with women making up 25.9% 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.

Company Specific Information

Biomet UK Healthcare Ltd

Our Median Gender Pay Gap

13.6%

Our Mean Gender Pay Gap

15.1%

Our Median Bonus Gap

12.7%

Our Mean Bonus Gap

35.4%

80.56%
of females
received a bonus

91.89%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	53.57%	46.43%
Lower Middle Quartile	30.77%	69.23%
Upper Middle Quartile	14.29%	85.71%
Upper Quartile	32.14%	67.86%

**Women make up 32.73%
of our workforce**

Biomet UK Ltd

Our Median Gender Pay Gap

22.0%

Our Mean Gender Pay Gap

17.9%

Our Median Bonus Gap

23.4%

Our Mean Bonus Gap

8.0%

83.84%
of females
received a bonus

86.47%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	43.88%	56.12%
Lower Middle Quartile	9.66%	90.34%
Upper Middle Quartile	7.10%	92.90%
Upper Quartile	9.77%	90.23%

**Women make up 17.3% of
our workforce**

Biomet 3i UK Ltd

Our Median Gender Pay Gap

15.6%

Our Mean Gender Pay Gap

13.1%

Our Median Bonus Gap

-8.1%

Our Mean Bonus Gap

12.1%

60%
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 83.3% of our workforce

Zimmer Biomet UK Ltd

Our Median Gender Pay Gap

15.1%

Our Mean Gender Pay Gap

20.0%

Our Median Bonus Gap

53.0%

Our Mean Bonus Gap

62.7%

40.87%
of females
received a bonus

48.72%
of men
received a bonus

Pay Distribution	Women	Men
Lower Quartile	53.85%	46.15%
Lower Middle Quartile	41.56%	58.44%
Upper Middle Quartile	32.05%	67.95%
Upper Quartile	20.78%	79.22%

**Women make up 37.09%
of our workforce**



ZIMMER BIOMET

Your progress. Our promise.™