



# UK GENDER PAY REPORT 2023

# EXPLAINER

**GENDER PAY GAP** measures the difference between the average hourly pay and bonus for female and male colleagues.

**MEAN PAY GAP** is the difference between the pay or bonus of the average female and the average male colleague. This is calculated by adding the total pay of all females together and dividing by the number of females, and the same for males.

**MEDIAN PAY GAP** is the difference between the pay or bonus of the 'middle' female colleague and the 'middle' male colleague when female and male colleagues are listed in order of pay.

**EQUAL PAY** is different from the Gender Pay Gap. Equal pay is about ensuring colleagues doing the exact same role get the same pay, whatever their gender.

## HOW WE CALCULATE THE MEAN DIFFERENCE

$$\text{TOTAL HOURLY PAY} \div \text{NUMBER OF WOMEN} = \text{MEAN FEMALE AVERAGE PAY}$$

The difference is the mean hourly pay gap

$$\text{TOTAL HOURLY PAY} \div \text{NUMBER OF MEN} = \text{MEAN MALE AVERAGE PAY}$$

## HOW WE CALCULATE THE MEDIAN DIFFERENCE

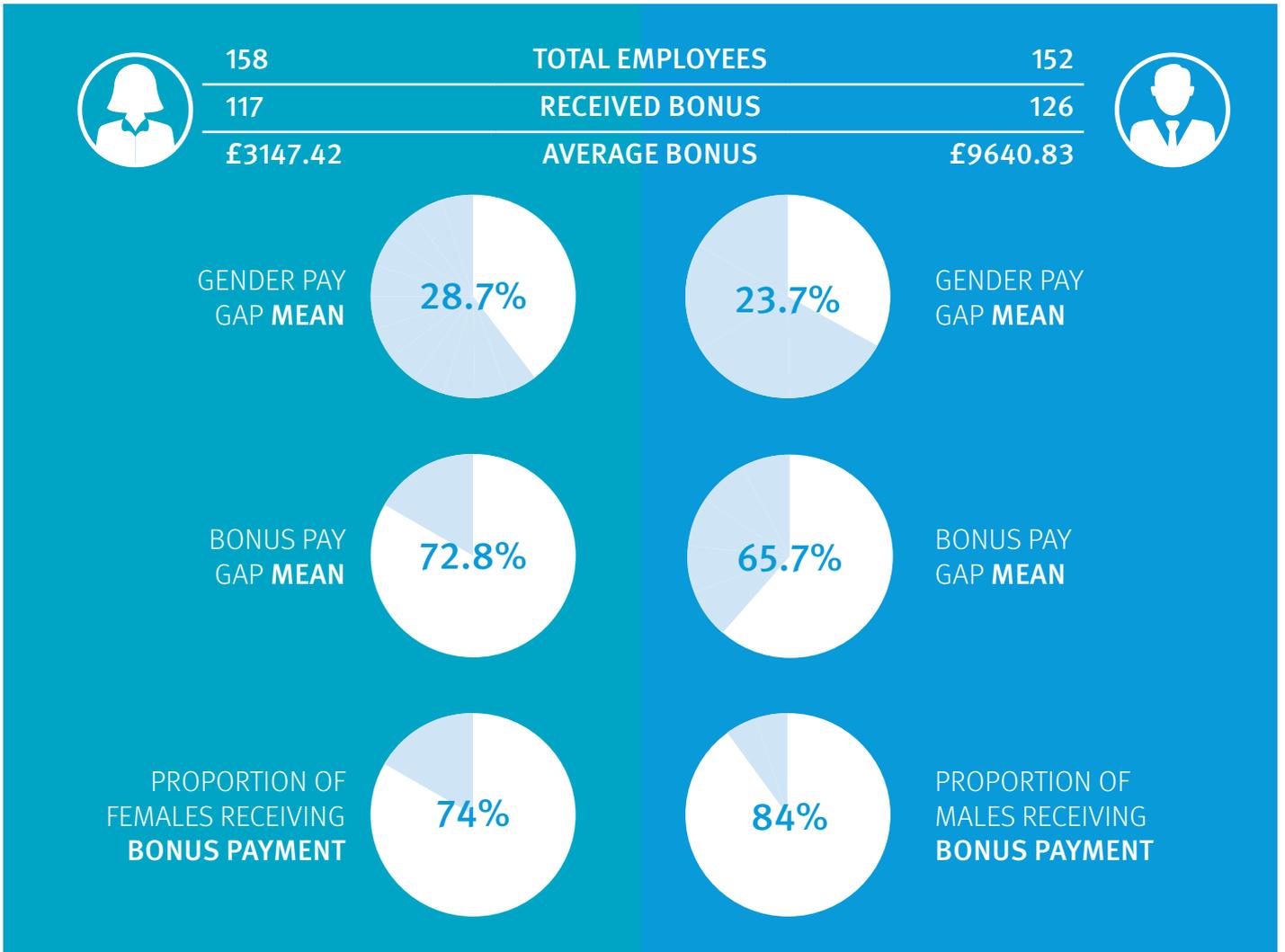
LOWEST FEMALE HOURLY PAY  HIGHEST FEMALE HOURLY PAY

The difference is the median hourly pay gap

LOWEST MALE HOURLY PAY  HIGHEST MALE HOURLY PAY

# GENDER PAY GAP CALCULATIONS

**TOTAL ICU MEDICAL UK** The gender pay gap shows the difference between the mean (average) and median (mid-point) hourly earnings and bonuses of female and male employees, expressed as a percentage of male colleagues' earnings..

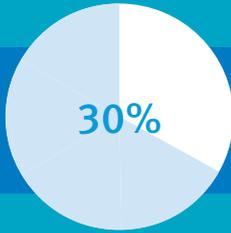




51%

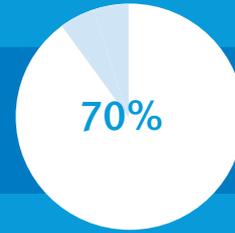
TOTAL % OF POPULATION

49%

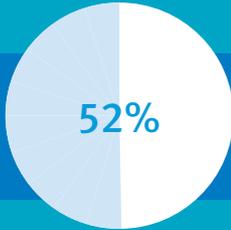


30%

UPPER

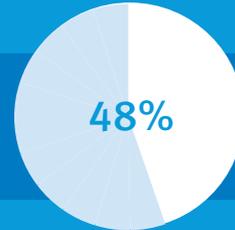


70%

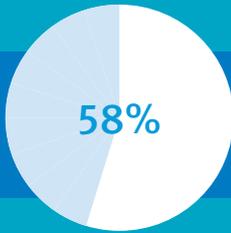


52%

UPPER  
MIDDLE

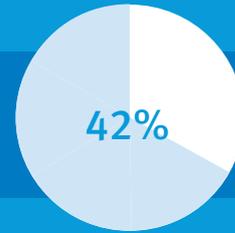


48%

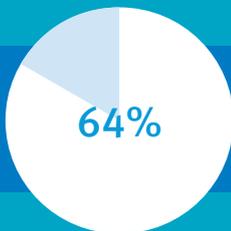


58%

LOWER  
MIDDLE

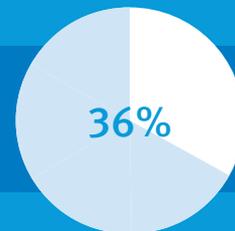


42%



64%

LOWER



36%



## UK GENDER PAY REPORT

We confirm the information and data reported is accurate as of the snapshot date of 5 April 2022.

**Louis Jones**

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**icumedical**  
human connections