

# Gender Pay Gap Report Medtronic UK

This report details our April 2021 to April 2022 results



## Rooted in our Mission

### Our global commitment to ID&E

Inclusion, diversity, and equity (ID&E) play a critical role in driving our competitiveness, bringing more creativity, better decision-making, and enhanced innovation. This helps ensure our lifesaving technologies reach more patients around the world.

Our unwavering commitment to ID&E means working toward zero barriers to opportunity. It also means promoting a culture where all employees feel they belong, are respected, and feel valued for who they are. We know equity reaches beyond our workplace, and we take an active role in addressing systemic inequities in our communities.

[Our Mission](#) is behind our relentless push for equity. For 60 years and counting, it has inspired us to do the extraordinary to improve human welfare.

We are creating a future that requires all our strengths – including our 90,000-plus employees, our buying power, and our influence as a leading healthcare technology company – to advance equity in our workplace, our industry, and our communities.



# What is gender pay gap and how is it calculated?

The gender pay gap indicates not only the salaries of male and female employees, but also the types of roles they fill and the gender diversity across the organisation at all levels. The gender pay gap considers two metrics, the median and the mean pay gap results. It is different from 'equal pay', which is to ensure that women and men doing equal work receive equal pay.

## Median gender pay gap

The median gender pay gap is calculated by comparing the middle values in the range of salaries and bonus paid for men and women.

If you were to group all employees by gender and rank them in order of salary from lowest paid to highest paid, the median gender pay gap compares the female in the middle of their rank with the middle male.

## Mean gender pay gap

The mean gender pay gap is the difference between the average salary and bonus paid of all female employees, and the average salary and bonus paid of all male employees.

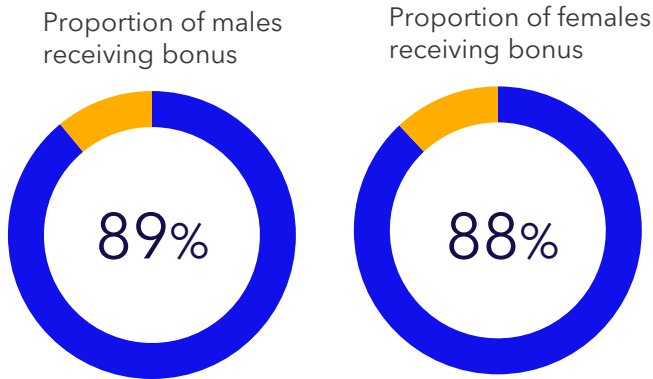




# FY22 Results

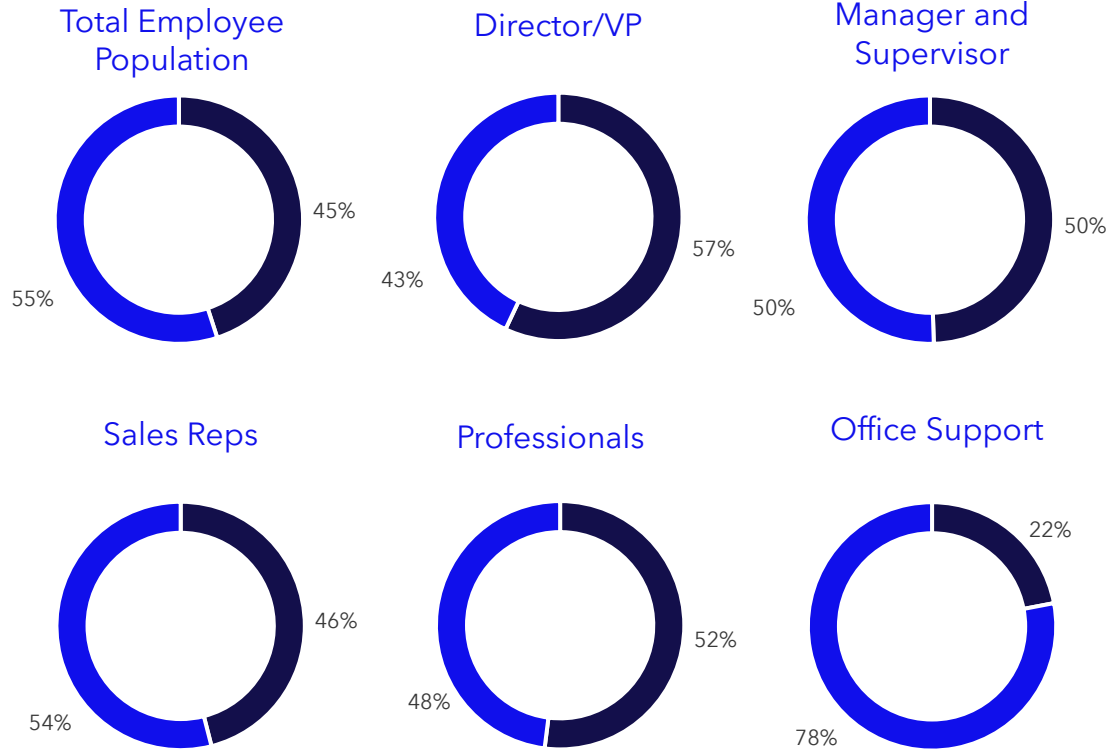
Percentage difference for men versus women*	Mean (average)	Median (middle)
Annual Salary	18.1%	12.3%
Bonus Paid	26.8%	33.8%

Proportion of males and females receiving bonus payment



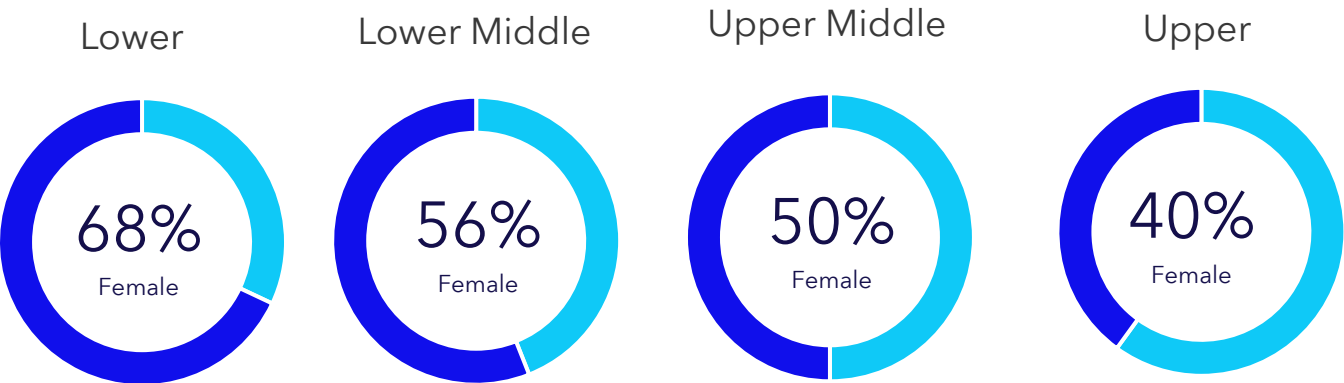
## Distribution by job level

Proportion of males and females in each job level



## Pay quartiles

Proportion of males and females in each pay quartile



All employees, regardless of role or gender, are entitled to a bonus. However, those employees must have worked with us for the required number of months within the bonus period to be eligible. Any differences in bonus payment would only be the result of when within the calendar year those employees joined the company.

A message from Caroline Lewis,  
Human Resources Business Partner, UK & Ireland

At Medtronic, we know that having diverse and representative teams means great things for our employees, and for the customers and communities we serve.

We are passionate about building this into every layer of our organisational culture and our commitment to ID&E extends beyond our doors as we work with healthcare systems around the world to achieve equitable access to healthcare for all.

For our employees, we are committed to ensuring representation, equal opportunities, and fair reimbursement. Our salary and reward packages are benchmarked externally, and delivering pay equity is something we are dedicated to, and achieve, globally – as detailed in our [2022 ESG report](#).

I am incredibly proud to be part of an organisation with such a clear commitment to ID&E and to support the UK & Ireland organisation in these efforts.

I confirm that the data reported is accurate.



We're proud of our  
tireless work to create  
better, healthier lives for  
future generations



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