



Medtronic

Medtronic UK Gender Pay Gap Report 2023

This report details our April 2022 to April 2023 results

ROOTED IN OUR MISSION

Our global commitment to ID&E

The key to our work is groundbreaking innovation - made possible by an inclusion, diversity and equity (ID&E) strategy that empowers each of us to reach our highest potential. 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 belong, are respected, and feel valued for who they are and the life experiences they contribute.

[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.



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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 comparable 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

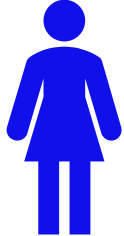
The mean gender pay gap is the difference between the average salary and bonus paid of all female employees, and the average salary and bonus paid of all male employees.



FY23 Results Summary

Bonus

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.



90%

Of all female employees received a bonus



92%

Of all male employees received a bonus

Gender Pay Gap

Annual Salary: Mean (average): 16% | Median (middle): 14%

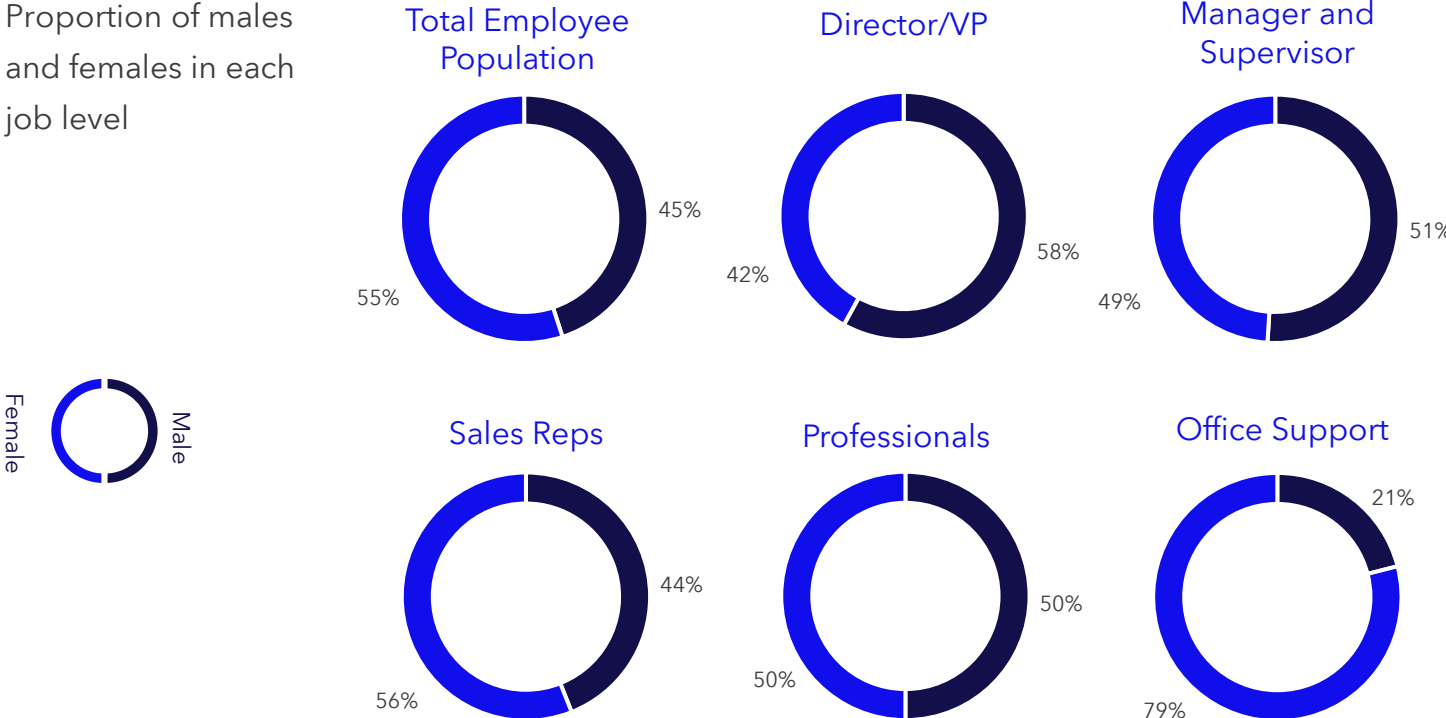
Bonus Paid: Mean (average): 17% | Median (middle): 16%

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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.

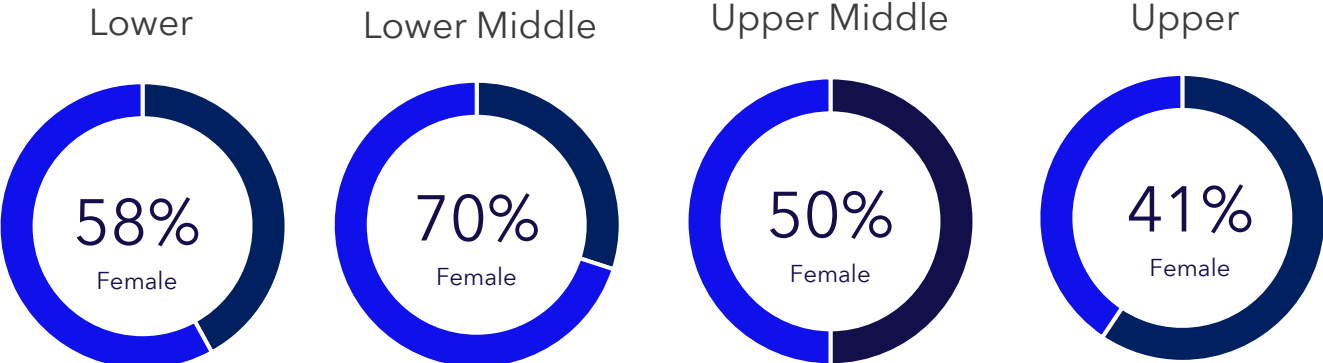
Distribution by job level

Proportion of males and females in each job level



Pay quartiles

Proportion of males and females in each pay quartile



Data relates to employees within England, Scotland, Wales and Northern Ireland only.

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 [2023 Sustainability 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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