

Intersurgical Gender Pay Gap Report 2019



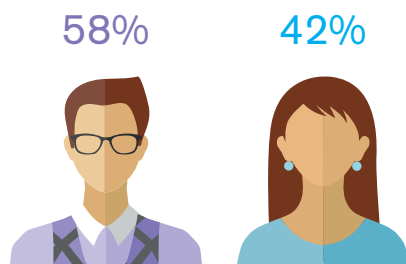
Intersurgical is a global designer, manufacturer and supplier of a wide range of high quality medical devices for respiratory support. We provide flexible patient solutions for airway management, anaesthesia, critical care and oxygen & aerosol therapy, for use within emergency care, hospitals and also in the home.

The company was formed with seven people in 1982, producing a limited product range for the UK hospital market. Today, we employ over 3500 people worldwide, producing an extensive product range. We operate across five manufacturing sites and have direct sales operations in over 25 countries and a number of export offices located throughout the world supporting our network of distributors.

Relevant employees at snapshot date:

UK employees, 367

Gender balance



Introduction

Intersurgical is required by law to publish a Gender Pay Gap Report as part of the government's new Gender Pay Gap (GPG) Information Regulations which forms part of The Equality Act 2010.

When completing this report the following information must be recorded:

- Mean (average) gross hourly rate of pay
- Median gross hourly rate of pay
- Proportion of men/women in hourly rate quartiles
- Mean bonus pay
- Median bonus pay
- Proportion of men/women in receipt of bonuses, in the 12 months before the snapshot date

This requirement has been designed to encourage large employers with over 250 employees to take action to close their GPG where one exists.

What is a gender pay gap?

The Gender Pay Gap is frequently confused with the Equal Pay Gap, but the two are not the same:

- The right to equal pay is an individual's contractual right which arises only when there is an unjustifiable difference in the individual's earnings of a women and men doing the same work.
- The gender pay gap is a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men and women's average hourly rates of pay.

Gender Pay Gap reporting doesn't specifically ask who earns what, but what women earn in comparison to men.

Bonus and pay gap

The table below shows Intersurgical's Gender Pay Gap and Gender Bonus Gap as at the snapshot date (5th April 2019).

This table captures the mean and median difference in hourly pay and bonus paid to men and women in the year up to and including the 5th April 2019.

A positive figure indicates a higher percentage paid to men and a negative figure indicated a higher percentage paid to women.

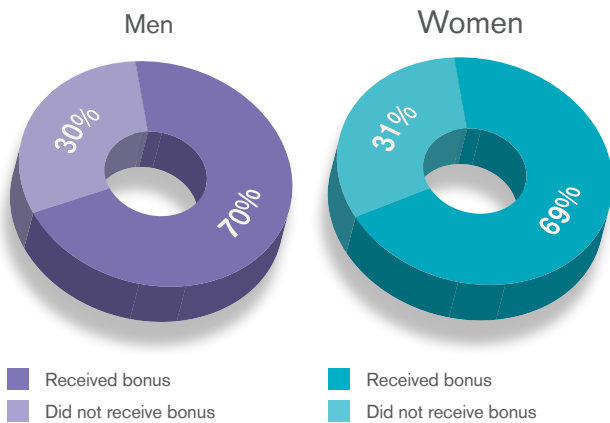
	Mean	Median
Pay Gap	22.9%	10.8%
Bonus Gap	62.2%	10.4%

Intersurgical is committed to creating equality of opportunity regardless of gender, age sexual orientation, ethnicity, social-economic background and disability and all employees are paid on the role they undertake and their length of service, however, our findings do show that we have a gender pay gap.

This pay gap is a result of:

- There are a higher number of males in the workforce
- There are a disproportionately high number of men in senior roles
- Females make up the largest proportion of part time workers. Whilst this has no effect on full time equivalent pay, it does have an impact on bonus figures used in the calculations.

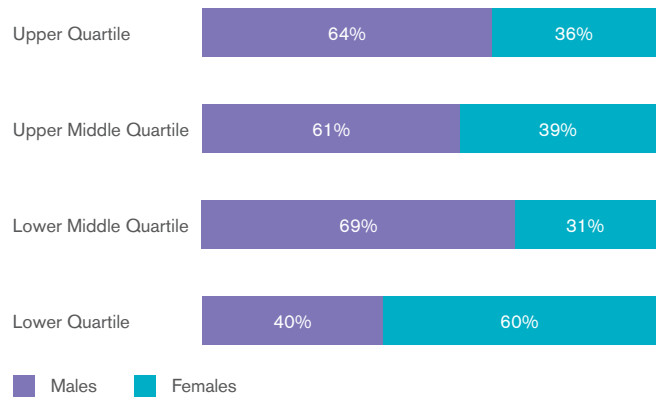
Proportion of employees receiving a bonus



These charts show the percentage of male and female employees who received a bonus in the year up to and including 5th April 2019.

This shows that there is a very slight difference of those receiving a bonus in the favour of men.

Pay quartiles



The above charts depict the pay quartiles of Intersurgical and the number of men and women within each quartile.

This information shows that there are a greater proportion of males in the lower middle, upper middle quartiles and upper quartiles, however we are pleased to see that women in the upper quartile has increased by 6% since our 2018 report.

This is reversed in the lower quartile where there are a greater percentage of women to men.

Closing the gap

Intersurgical has always been an organisation where our people can thrive and develop regardless of their gender and we will continue to offer fair pay to all our employees. We are confident that our Gender Pay Gap does not reflect an equal pay issue, but rather a reflection on the different types of roles that men and women are performing in the business which is consistent across the UK.

As a wider organisation we employ over 3500 people across 25 countries and are committed to creating equality and diversity by addressing any gaps and by ensuring our policies and procedures are kept up to date and are free from any bias.

We are committed to reporting our Gender Pay Gap on an annual basis.

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Managing Director



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The manufacturer Intersurgical Ltd is certified to ISO 9001:2015, ISO 13485:2016 and ISO 14001:2015

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