

UK Gender Pay Gap disclosure

In 2024, we continued to enhance our commitment to pay equity and career advancement across our UK operations. Our actions have led to ongoing improvements in our gender pay gap figures.

In the UK, reporting on gender pay gaps is mandatory for employers with over 250 employees. At Convatec, we choose to exceed these reporting requirements to cover all our UK entities, further underscoring our commitment to closing the gender pay gap and increase pay transparency across our UK operations.

Our progress in 2024

As of April 2024, our median hourly pay difference between male and female employees narrowed to 1.93%, down from 3.82% in the previous year, with Convatec Limited (which employs 89% of the UK population) notably achieving a negative gender pay gap of -1.15%. This progression is the result of our consistent approach to pay equity. Our median bonus pay gap reflects a negative number due to a significant proportion of our sales team being female, incentivised through our sales bonus plan.

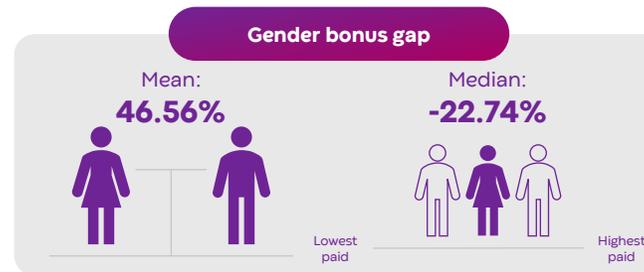
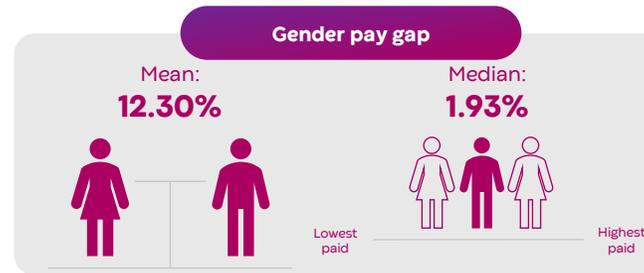
We have successfully increased female representation in the upper and upper middle quartiles by 3.7% and 2.6% respectively, primarily through internal promotions, inclusive hiring and flexible work practices.

Initiatives driving progress

Our efforts are supported by the ongoing embedding of our job architecture and career pathways, initiated in 2022, ensuring a consistent job classification across roles. Salary adjustments and promotions have been deployed to align with market ranges and internal equity.

Scope of reported data

The data provided relates to our UK employees across all 3 legal entities.



Statutory disclosures

Total (all UK entities) - Total population: 1,200

Gender pay gap		
Mean hourly pay gap	12.30%	
Median hourly pay gap	1.93%	
Gender bonus gap		
Mean bonus pay gap	46.56%	
Median bonus pay gap	-22.74%	
Proportion of men and women receiving bonuses		
Men	91%	
Women	89%	
Proportion of men and women in each quartile of our pay structure		
	Men	Women
Top	53%	47%
Upper middle	51%	49%
Lower middle	49%	51%
Lower	51%	49%

Convatec Ltd - Total population: 1,066

Gender pay gap		
Mean hourly pay gap	6.17%	
Median hourly pay gap	-1.15%	
Gender bonus gap		
Mean bonus pay gap	-1.78%	
Median bonus pay gap	-39.42%	
Proportion of men and women receiving bonuses		
Men	90%	
Women	88%	
Proportion of men and women in each quartile of our pay structure		
	Men	Women
Top	53%	47%
Upper middle	50%	50%
Lower middle	50%	50%
Lower	55%	45%

I confirm that the calculations provided are accurate and meet the requirements of legislation.

Signed by Emma Rose, Chief People Officer

2024 UK Gender Pay Gap Reporting This disclosure has been published in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Data and calculations are accurate at 5 April 2024.

For further information on Convatec visit www.convatecgroup.com