

# Intersurgical Gender Pay Gap Report 2024



Intersurgical is a global leader in the design, manufacture, and supply of high-quality medical devices for respiratory care and support. Our purpose is to deliver trusted respiratory solutions that enable healthcare professionals to provide exceptional patient care — all within a work environment where our people can thrive. We are committed to being a respected healthcare partner, driven by quality, innovation, and environmental responsibility in everything we do.

Intersurgical was formed in 1982 in Rugby, UK, with just seven employees producing a limited number of products for the UK market. Through a constant programme of new product and market development today we offer an extensive product range of over 3520 products and employing over 3700 employees worldwide.

## Introduction

Intersurgical is committed to fostering a diverse and inclusive workplace. As required by the UK government's Gender Pay Gap (GPG) Information Regulations, part of the Equality Act 2010, we publish an annual Gender Pay Gap Report to promote transparency and accountability.

The gender pay gap report is designed to highlight disparities in pay and representation, encouraging organisations with over 250 employees to take meaningful action where gaps exist.

At Intersurgical, we recognise that closing the gender pay gap is not just about pay equality but also about ensuring fair representation at all levels of the business.

Our report includes key pay metrics to assess gender disparities, including:

- Gender balance
- Mean and median gross hourly pay gaps
- Mean and median bonus pay gaps
- Proportion of men and women receiving bonuses
- Proportional representation of men and women across pay quartiles
- Proportional representation of men and women across job roles
- Proportional representation of men and women gaining development opportunities

This report outlines our gender pay gap figures, explains the contributing factors, and highlights the actions we are taking to promote pay equity.

## What is a gender pay gap?

The gender pay gap is frequently confused with the equal pay, 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 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

## Snapshot date

5th April 2024

## Relevant employees at snapshot date

383

## Gender balance

61% 39%



## Bonus and pay gap

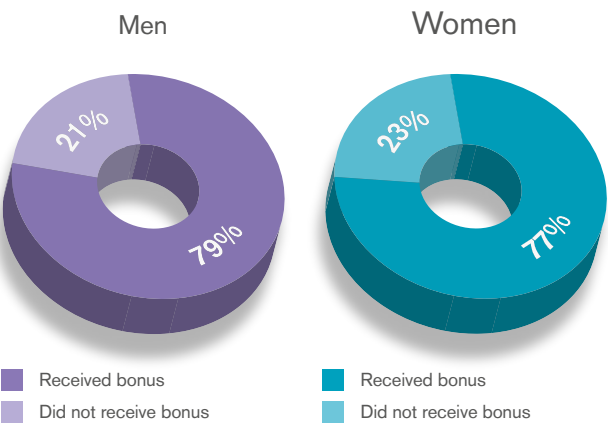
The table below shows Intersurgical's gender pay gap and gender bonus gap as at the snapshot date (5th April 2024).

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 2024.

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

	Mean	Median
Pay gap	24.28%	17.03%
Bonus gap	70.18%	20.6%

Proportion of employees receiving a bonus



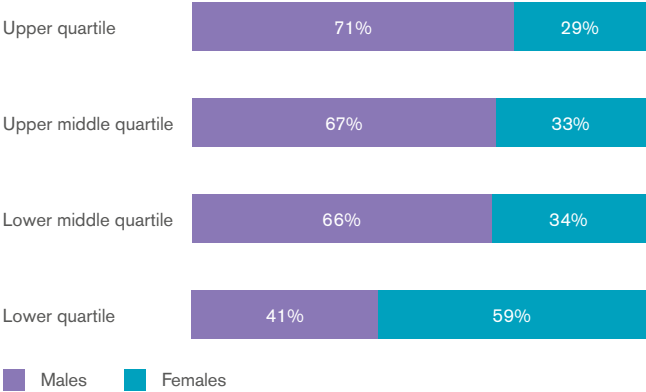
Intersurgical is committed to creating equality of opportunity regardless of gender, and all employees are paid on the role they undertake, however our findings do show that we have a gender pay gap.

The mean gender pay gap stands at 24.28%, while the median pay gap is 17.03%. This indicates that on average men earn 24.28% more than women, with the middle point of earnings (median) showing a 17.03% gap. These figures highlight a disparity in earnings between male and female employees, largely influenced by the underrepresentation of women in higher-paying roles.

The bonus gap further highlights this issue with a mean bonus gap of 70.18% and a median bonus gap of 20.6%. This suggests that, on average, male employees receive higher bonuses compared to female employees, likely due to the higher concentration of men in senior positions.

While the percentage of men (79%) and women (78%) receiving bonuses is similar, the large mean bonus gap suggests that men in senior roles are receiving higher bonus payments compared to their female counterparts.

Pay quartiles



Women occupy fewer high-paying roles, with their representation dropping significantly in the upper quartile (29%).

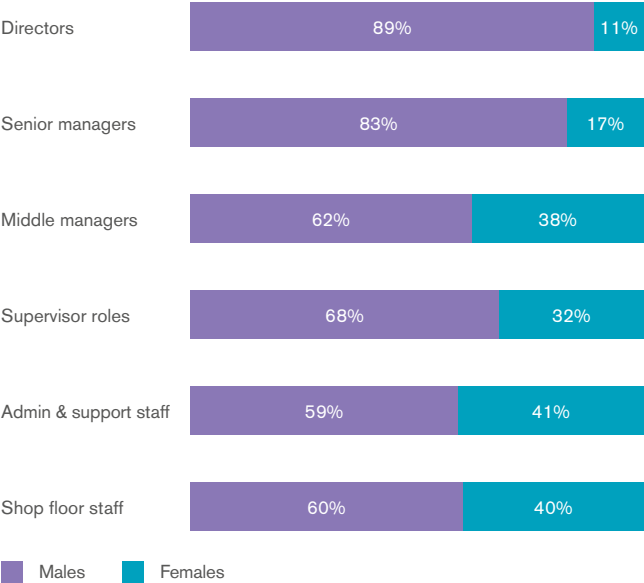
Across all pay quartiles, men hold the majority, except in the lowest quartile, where women are overrepresented (59%). This distribution indicates that women are more concentrated in lower-paid roles, while men dominate higher-paying positions.

The upper pay quartile's average tenure of 15.6 years suggests that most high earners have been with the company for a long time (over 10–15 years).

Workforce tenure is a key factor contributing to the higher representation of men in the upper pay quartiles. Whilst 27% of our male workforce have 10 years service or more, only 16% of women in comparison have this tenure.

The gender pay gap is not a result of unequal pay for the same work but is largely influenced by the underrepresentation of women in high-earning roles.

Workforce composition by role



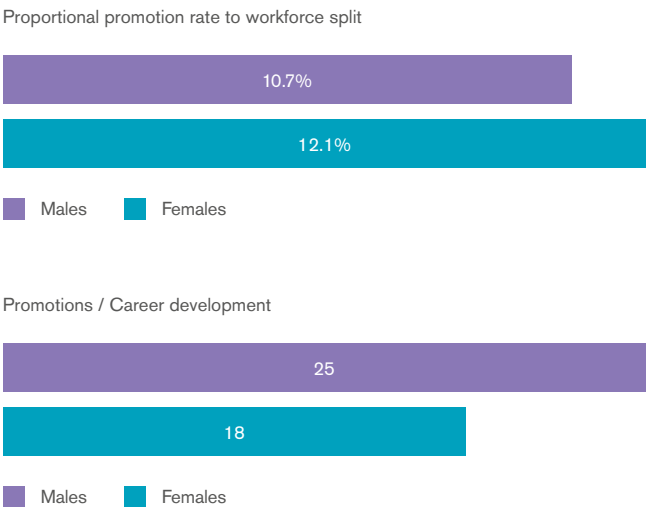
The data highlights a clear gender imbalance across all job levels, which becomes increasingly pronounced at senior levels. While men make up the majority in every category, the disparity is most evident in leadership roles, where women hold only 11% of director positions and 17% of senior management roles.

At entry-level positions, such as administrative and shopfloor roles, the male-to-female ratio is relatively more balanced at around 60:40 which is consistent with the company’s overall gender balance.

However, as job seniority increases, the gap widens. In middle management, 62% of roles are occupied by men, compared to 38% by women. This disparity intensifies further in senior management and director roles, where men hold an overwhelming majority of positions.

The gender imbalance at senior levels has a direct impact on the overall pay gap. Since higher-paying roles are predominantly occupied by men, the average female salary remains lower.

Development opportunities



The data indicates that women had a slightly higher proportional promotion rate (12.1%) compared to men (10.7%) in the most recent reporting year. This suggests that, relative to their overall workforce representation, women are progressing at a comparable or slightly better rate than their male colleagues.

However, despite this proportional advantage, the absolute number of promotions remains lower for women (18 vs. 25 for men). This reflects the broader gender imbalance in the workforce.

Metric	Raw observation	Insight
Pay gap	Men earn on average more than women.	A pay gap exists, primarily driven by fewer women in senior, high-paying roles.
Bonus gap	Men receive significantly higher bonuses.	A bonus gap exists which is due to men dominating higher pay quartiles.
Bonus eligibility	Nearly equal men/ women eligibility.	No significant disparity in access.
Pay quartile distribution	Men dominate upper pay quartiles. Women dominate lower quartile.	Structural imbalance, key driver of overall pay and bonus gaps.
Promotion rates	Fewer women received promotions.	Women proportionally have better promotion rates than men.

What this means

The gender pay gap within Intersurgical is not driven by unequal treatment in areas such as promotions, bonuses, or access to development opportunities. These processes have been shown to be fair and consistently applied across genders.

Instead, the primary driver of the gap is the under representation of women in senior and higher paid roles, which is largely a result of historical workforce demographics. Men have historically held these roles in greater numbers, and many continue to do so due to longer tenure and legacy structures. This imbalance continues to influence our overall pay gap, despite fair and consistently applied practices in place today.

The gap will naturally reduce over time if:

- Current promotion fairness continues.
- Retention of women remains strong.

KPI's to track progress

To help support the ongoing work on closing our pay gap the following KPI's will be maintained:

KPI	Purpose	2024 Baseline	2025 Target
% Women to men in upper pay quartile	To improve female representation in higher-paying roles	29%	32%
% Women to men in leadership roles	To improve female representation in leadership roles	32%	35%
% of women to men gaining promotions	Ensure fair and equitable career progression opportunities	42%	42%
Bonus gap reduction	To reduce disparities in bonus payments by addressing leadership imbalance	70.48%	65%
Pay gap reduction	To narrow the overall gender pay gap	24.28%	20%

Charles Bellm  
Managing Director

