



Blatchford Gender Pay Report 2021

Blatchford is a multi-award winning manufacturer of some of the world's most advanced prosthetic technology, bespoke seating solutions and orthotic devices. We combine clinical expertise and pioneering innovation to redefine mobility.

Our evidence based approach and commitment to continuously challenging possibilities ensures our mobility solutions prioritise the wellbeing and long-term health of our users. Through science, technology and a clear focus on people, we make mobility possible.

Blatchford employs over 850 people globally, with 550 working in the UK. The majority are specialised clinicians, technicians and design & development engineers, who are supported by a global team.

In an industry where relevant skills and experience are extremely unique and in very high demand, Blatchford recognises that gender equality can play a significant part in our commitment to diversity and inclusion, as well as an important retention tool.

Gender Pay Gap

Our Gender Pay shows the difference between the hourly rate of pay of male employees and female employees, expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean and median basis.

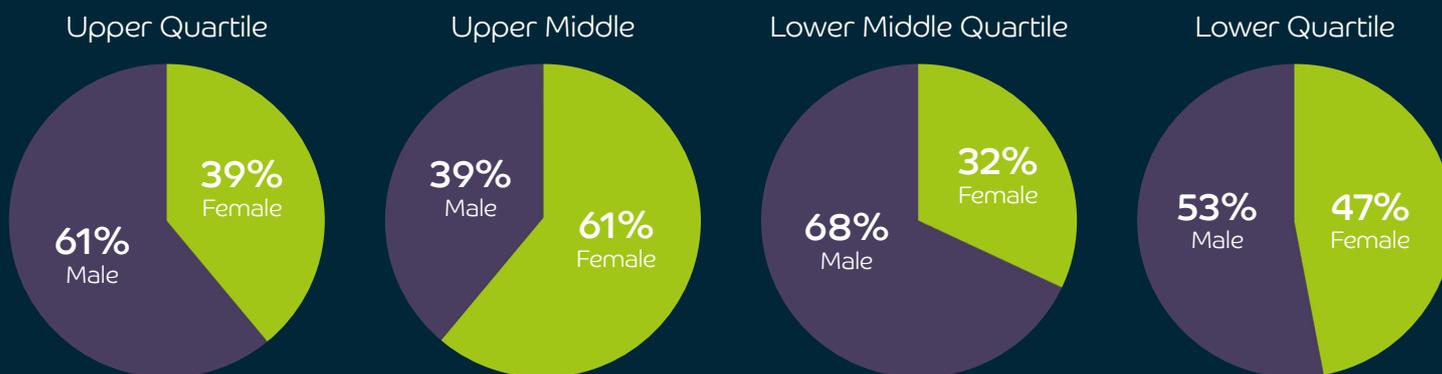
Our Results for 2021:

The table below shows our overall mean and median pay gaps, based on hourly rates of pay:

	Women's earnings are:
Mean Gender Pay Gap in hourly pay	3.24% Lower
Median Gender Pay gap in hourly pay	14.82% higher



Gender At Blatchford – The Proportion of Men and Women in Each Quartile



Our Gender Pay Gap for Bonus Payments

Women's earnings are:	
Difference in mean bonus payments	6.42% Higher
Difference in median bonus payments	Equal

Proportion of Men and Women Receiving a Bonus



How does this compare to 2020?

Volatility and change have dominated the last 12 months. The impact of COVID was less significant, however the external trading environment has presented some challenges at a time when we have been experiencing a period of high growth. Recruitment of key skills and experience has been extremely challenging, however our employee turnover remains low and well under national average.

On average women earn 3.42% lower than men, with the median gap between women and men now standing at 14.82% higher. We have seen the number of all employees who receive a bonus increase and the gap in the number of male and female employees decrease from 3% to 2%.

Summary

We are pleased to report that our mean gender pay gap continues to track below the national average, albeit that this year we have seen a slight worsening of our gender pay gap. We have previously made very good progress in addressing our pay gap and were close to equality.. This year our progress has been more challenging to achieve for the following reasons:

- Our high levels of growth has been achieved as a result of a renewed strategic plan, which saw significant investment in our Advanced Technology business. This investment resulted in a need for new skills and experience in areas such as software development, platform engineering and manufacturing engineering. We have been recruiting externally to meet the demand for growth. We have however been very successful at achieving a gender balance in our new young talent population.
- We have been able to offer hybrid working to many roles across our business. We have limited opportunities in our Patient Solution settings, where many of our female employees work, to offer a complete hybrid working arrangement. In contrast we have many successful flexible working arrangements in place.
- Our all employee bonus scheme has ensured that all employees become eligible for a bonus when we achieve key business targets. This has contributed to an improvement in the average bonus payments.

