



# BD

Advancing the  
world of health™

01 February 2024

## **BD Australia - Employer Statement – Gender Pay Gap**

BD is committed to creating a workplace and work environment without discrimination and to contributing to gender equality in the workplace.

As outlined in the **ANZ Gender Equality in the Workplace Policy** and **ANZ Anti-Discrimination and Equal Employment Policy**, BD recognises that the success of our business relies on the full potential of our talented people being realised. To enable a diverse workplace which promotes a culture that embraces equality, BD will aim to remove any gender barriers that prevent our workplace from achieving equality at all stages of the employment cycle. BD aims to provide and improve gender equality in the workplace through various initiatives.

BD is committed to pay equity and undertakes regular analysis, monitoring, communication, and improvement where required. BD recognises the importance of transparent pay structures and is committed to ensuring ongoing efforts for fairness.

BD also aims to fulfil its obligations under applicable legislation, by developing and implementing a workplace program which will seek to eliminate discrimination and contribute to gender equality in employment and in the workplace.

### **What is a Gender Pay Gap?**

A gender pay gap is the difference in average earnings between women and men in the workforce. It is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay.

The gender pay gap is a useful proxy for measuring and tracking gender equality across a nation, industry or within an organisation. Australia's total remuneration gender pay gap is 21.7%. This means that for every \$1 on average a man makes, women earn 78c. Over the course of a year, that difference adds up to \$26,393. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.



## Our Gender Pay Gap and Industry Comparison

A Gender Pay Gap (GPG) **as close as possible to zero** is desirable. For BD and Bard in Australia, our average total remuneration GPG for 2023-24 is **5.9%**. The Industry Comparison Group is 14.2%. Total remuneration takes into consideration base pay, superannuation, bonuses and other additional payments such as overtime if applicable. Our aspiration is to remove the gender pay gap in favour of men or women.

Our GPG reduces when we consider median total remuneration and median base salary as outlined in the table below.

	Your organisation	Industry Comparison
Average (mean) total remuneration	5.9%	14.2%
Median total remuneration	3.6%	2.4%
Average (mean) base salary	3.2%	11.7%
Median base salary	-0.8%	7.8%

## How do we continue to ensure our GPG remains as close to zero as possible?

Our Gender Equality Principles, outlined in the **ANZ Gender Equality in the Workplace Policy** apply across all stages of the employment cycle. BD ANZ has processes in place to measure, monitor and analyse gender equality objectives and instill changes where required.

## Current Initiatives

### Parental Leave

BD has recently reviewed its Parental Leave Policy, offering gender neutral paid Primary and Non-Primary Parental Leave to eligible associates. Irrespective of gender, BD ensures that annual incremental salary increases are applied while associates are on Parental Leave to reduce like-for-like gender pay gaps creeping in due to long-term leave. We are also pleased to advise that from 01 March 2024, BD will commit to paying superannuation on all paid parental leave for Australian based associates.

### Workforce Composition

BD recognises that a concentration of one gender in entry level roles and the other in more senior roles can increase the gender pay gap. A gender imbalance in management can also contribute to a gender pay gap. BD monitors this closely.

	Key Management Personnel (KMPs)		Managers		Non-Management	
	Women	Men	Women	Men	Women	Men
2020-21	38%	63%	46%	54%	62%	38%
2021-22	50%	50%	47%	53%	60%	40%
2022-23	67%	33%	48%	52%	57%	43%

Through our Talent Acquisition initiatives, BD ensures that processes are in place to eliminate bias and promote equality in formulating position descriptions, sourcing candidates, advertising, protocol on recruitment agencies and/or selection panel and the selection process.

An example of this is setting Key Performance Indicators to ensure female candidates form part of the candidate pool for roles that have typically been held by males and vice-versa to ensure gender diversity during the selection process. BD has successfully increased the number of male Clinical Nurse Educators and female engineers and technicians in recent years.

BD is dedicated to ongoing improvement in this area and is open to feedback on gender equality matters.