



Blatchford Gender Pay Report 2022

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 580 working in the UK. The majority are specialised clinicians, technicians, and design and 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.

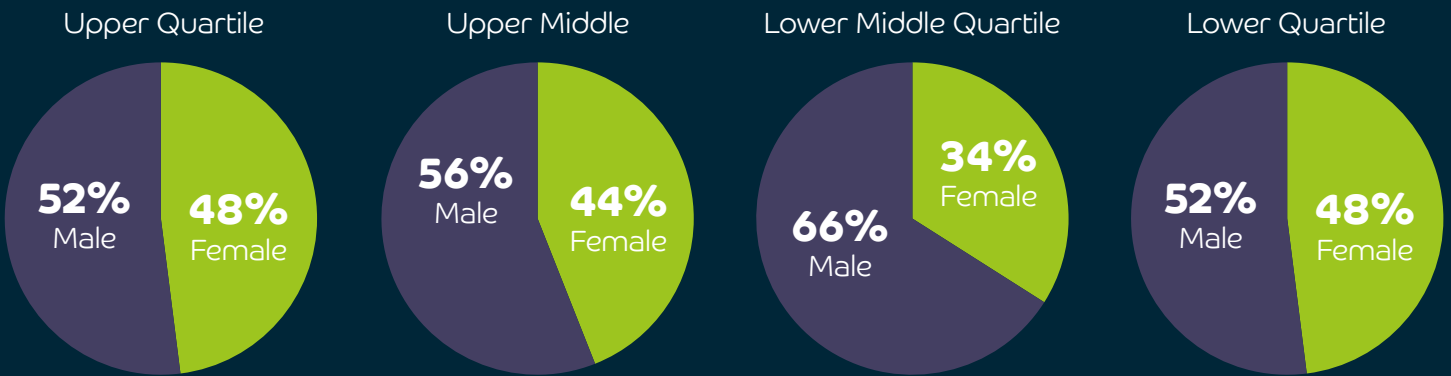
Our Results for 2022:

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	1.76% lower
Median Gender Pay gap in hourly pay	8.79% higher



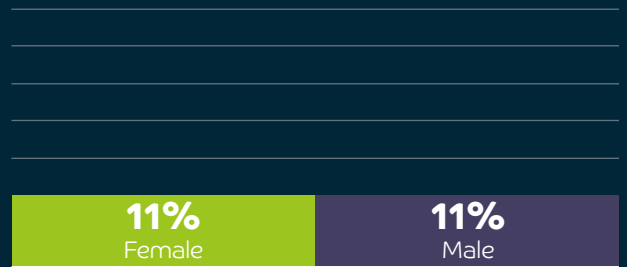
Gender At Blatchford – The Proportion of Men and Women in Each Quartile



Our Gender Pay Gap for Bonus Payments

Women's earnings are:	
Difference in mean bonus payments	11.63% higher
Difference in median bonus payments	20.71% lower

Proportion of Men and Women Receiving a Bonus



How does this compare to 2021?

We continue to operate against a backdrop of uncertainty; the external trading environment, inflationary pressures and uncertainty over the current political picture have presented some challenges we have had to navigate. Whilst our employee turnover remains low and well under national average, we have been impacted by high demand in a challenging recruitment market.

On average women earn 1.76% lower than men, with the median gap between women and men now standing at 8.79% higher. We have seen the number of all employees who receive a bonus decrease and the gap in the number of male and female employees is now equal.

Summary

We are pleased to report that our mean gender pay gap continues to track well below the national average, and that this year we have seen an improvement in our gender pay gap. We have made good progress in closing our pay gap and we are closer to equality. This year our progress has been challenging to achieve for the following reasons:

- Although our levels of growth haven't been as significant as 2021, we continue to need new skills and experience in areas such as software development, platform engineering and manufacturing engineering. We have been recruiting externally to meet this demand; balancing pay equality has been particularly challenging in an inflated recruitment market.
- We continue to offer hybrid working to many roles across our business. We have limited opportunities for hybrid working arrangements in our Patient Solution settings, where many of our female employee's work. In these settings we have many successful flexible working arrangements in place.
- The timing of the payment of our all-employee bonus scheme fell into the 2022/23 financial year. This has contributed to a reduction in the proportion of employees receiving bonus payments.

