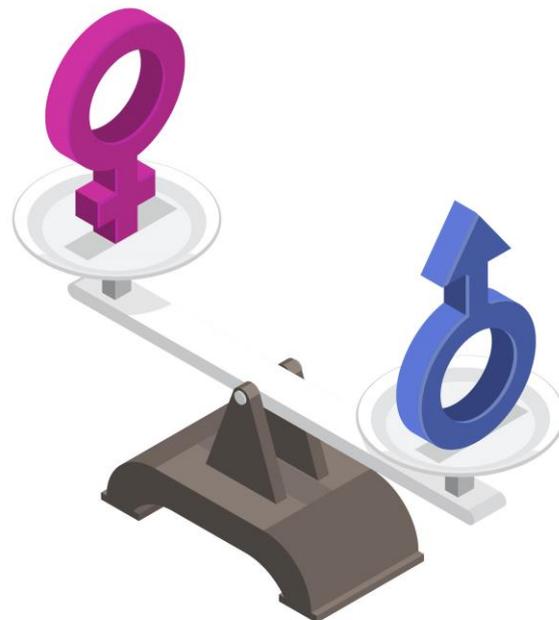


Blatchford Gender Pay Report 2020

Blatchford is a world leading rehabilitation provider with clinical expertise in prosthetics, orthotics, special seating and wheelchairs. We design and manufacture the multi award-winning Endolite range of lower limb prostheses and provide clinical services to patients to the NHS, military and internationally. With 130 years of innovation and expertise behind us, we produce the world's most advanced microprocessor artificial limbs.

Blatchford employs over 900 people globally, with 600 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 in high demand, Blatchford recognise 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

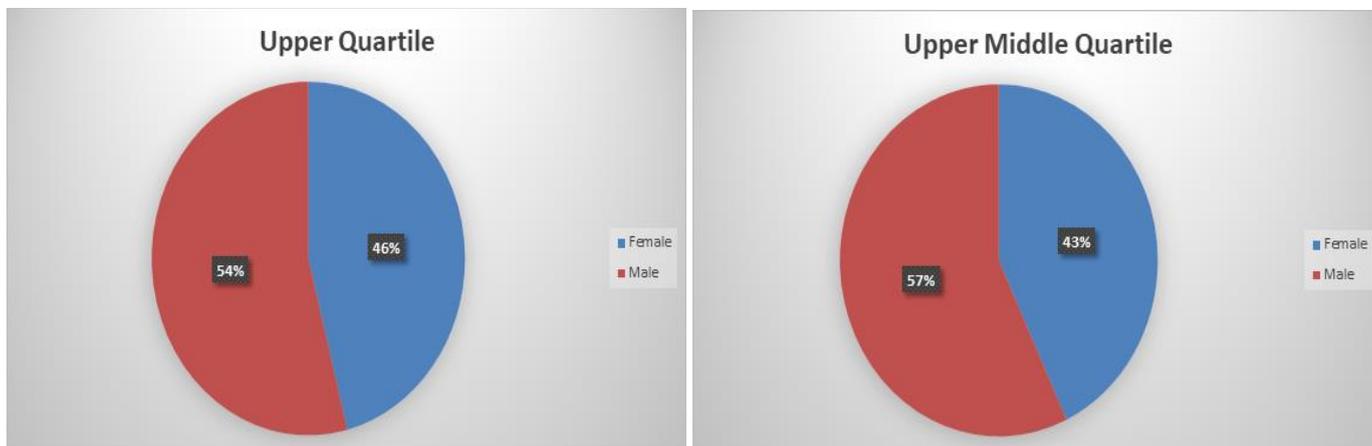
Our Gender Pay shows the difference between the hourly rate of pay of male employees and female employees, expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean and median basis.

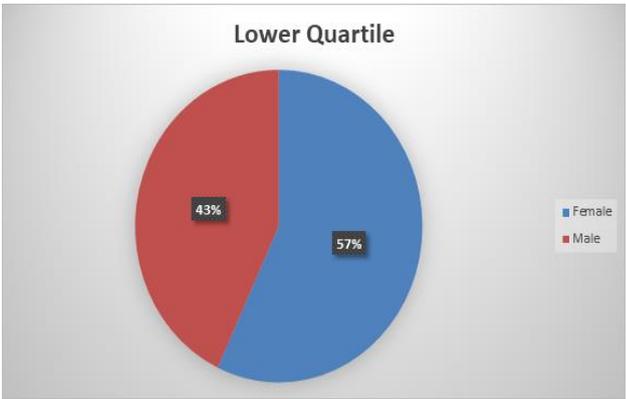
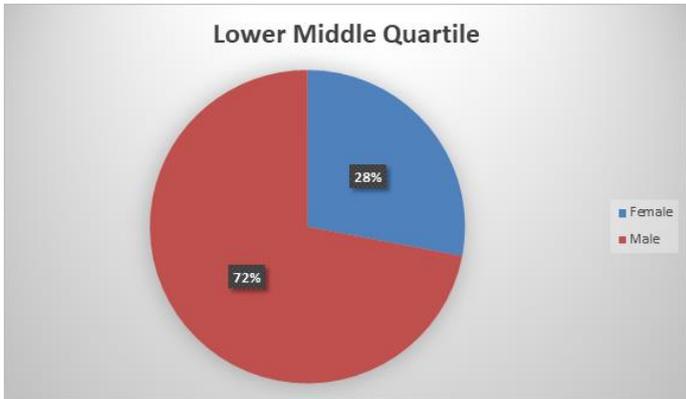
Our Results for 2020:

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	1.82% Lower
Median Gender Pay gap in hourly pay	1.46% higher

Gender at Blatchford – The proportion of men and women in each quartile

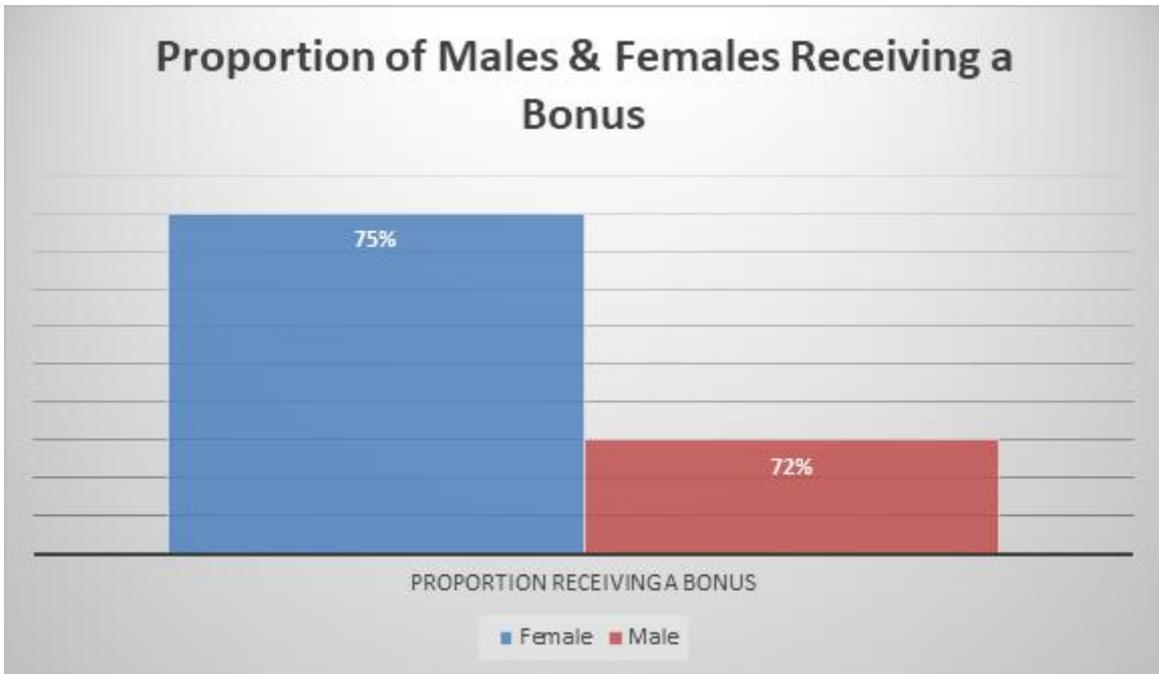




Our Gender Pay Gap for Bonus Payments

	Women’s earnings are:
Difference in mean bonus payments	11.6% Higher
Difference in median bonus payments	Equal

Proportion of men and women receiving a bonus



How does this compare to 2019?

We have made more progress than we predicted at the beginning of the year:

On average women now, earn 1.82% lower than men, with the median gap between women and men now standing at 1.46% higher. We have seen a reduction in the number of male employees receiving a bonus.

Summary

We are pleased to report that our mean gender pay gap continues to track below the national average, as we have closed the gap between our male and female employees. We are very close to reporting that there is no gap between the pay of our male and female employees. We had previously reported that the earnings for our female employees were higher than our male employees. We have closed this gap as male employees pay has risen by a small amount.

The difference in our gender pay gap for bonus payments has made considerable progress over the last 12 months. We have seen the mean bonus payments go from 93.4% lower to 11.6% higher for our female employees. The median bonus payment is equal.

Our improvement is down to a combination of factors, which include:

- We have recruited male and female employees at the same rate over the course of the year.
- We have recruited or promoted women into leadership positions across the business
- We introduced an all employee bonus scheme which pays out the same amount to every employee irrespective of role or current salary.
- We have continued to adopt adopting flexible working practices and part time working particularly for employees in the lower-mid quartile.

