



# Gender pay gap results

## 2024 UK

The following charts detail our gender pay gap for UK (including Northern Ireland) workforce as of 05 April 2024.

### Hourly rate gap (all employees)

Mean	% Difference Men / Women	Median
<b>11.5%</b>		<b>10.5%</b>

On average women are paid 11.5 percent less than men in our UK workforce (now including Northern Ireland).

We are confident that women and men are largely paid the same for comparable roles. The overall difference in average earnings identified in this disclosure is due primarily to the underrepresentation of women in senior leadership posts.

We will continue to work at reducing this gap over the coming years.

### Bonus gap

Mean	% Difference Men / Women	Median
<b>10.0%</b>		<b>8.3%</b>

Looking specifically at the average bonus gap between men and women, the difference is 10.0 percent.

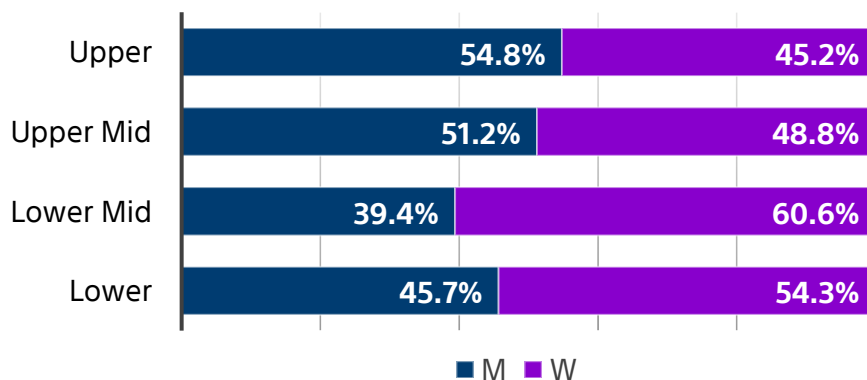
This gap is primarily driven by the underrepresentation of women in leadership roles; more men are in senior positions and senior positions attract higher performance bonuses.

Also, our pension bonus deferral scheme impacted our bonus gap as more women than men accessed the benefit and on average chose higher bonus sacrifice amounts, consequently higher bonus amounts for women have been excluded from the analysis.

We are pleased to see an improvement in the bonus gap, and we will continue to work to reduce this gap over the coming years.



## Proportion of men and women in each quartile band



The population is divided into four equal parts or 'quartiles', from the lowest paid to the highest paid based on the calculated hourly payrate.

This breakdown of hourly rates by defined quartiles reflects the gender differences in our workforce.

Men represent the majority of the upper and upper mid hourly pay quartile and women are the majority in the lower two quartiles, in total women represent a slightly higher percentage of our total population.

## Proportion of men and women receiving a bonus

Men	Women
<b>93.4%</b>	<b>92.2%</b>

93.4 percent of men and 92.2 percent of women received a bonus payment in the 12 months leading up to 05 April 2024.

There has been a small decrease in the proportion of men receiving bonus, and a small increase of the proportion of women receiving bonus versus 2023, getting us closer to equity in bonus reception.

This change can be attributed to various factors; there was an impact with the timing of new hires and their bonus eligibility in the reporting period (slightly more women new starters) and participation in the bonus deferral scheme (more women participated and elected higher bonus sacrifice amounts).



I confirm the data reported is accurate.

**Boston Scientific Limited**

/s/ Jonathan Monson

Jonathan Monson

Director