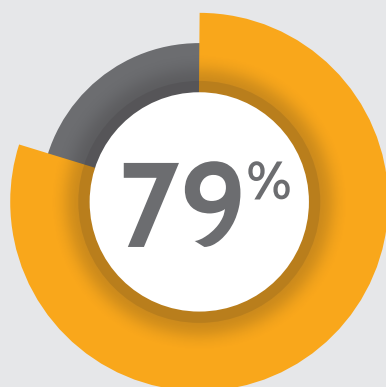


BIONICAL SOLUTIONS LTD GENDER PAY GAP REPORT FOR 2021

The gender pay gap is the difference between the average hourly pay for men and women across an organisation. This figure is expressed as a percentage of men's earnings. In effect, it functions as a high-level overview of an organisation's gender pay balance.

The gender pay gap is not the same as unequal pay. Unequal pay is the term applied when men and women are paid differently for comparable work. Bionical Solutions complies with the equal pay legislation.

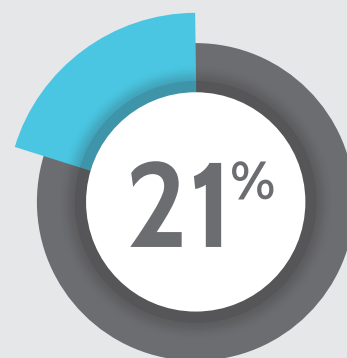
The majority of UK organisations have a gender pay gap that favours men. The overall UK median Gender Pay Gap is **14.9%**.¹



In April 2021 Bionical Solutions had **663** staff in the UK.

79% were female.

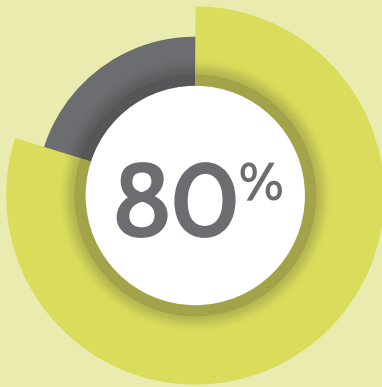
21% were male.



REFERENCES

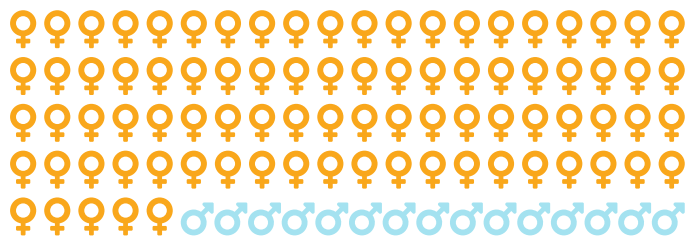
1. Gender pay gap in the UK - Office for National Statistics - <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2021>

In April of 2021...

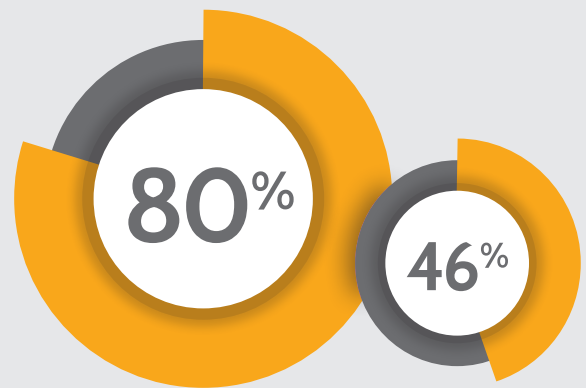


of our staff worked in the Health Outcomes area of our business

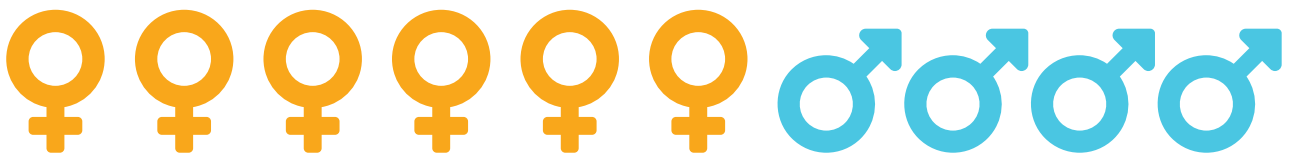
85% of Bionical Solutions healthcare staff was female.



Around 80% of the healthcare workforce in the UK is female compared to 46% of the wider workforce.²



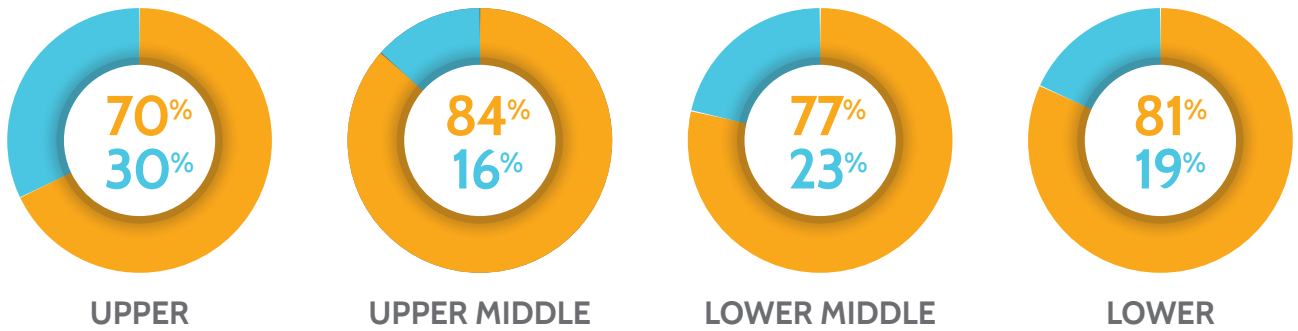
The Senior Leadership Team at Bionical Solutions comprises 10 people, 6 of whom are female and 4 of whom are male.



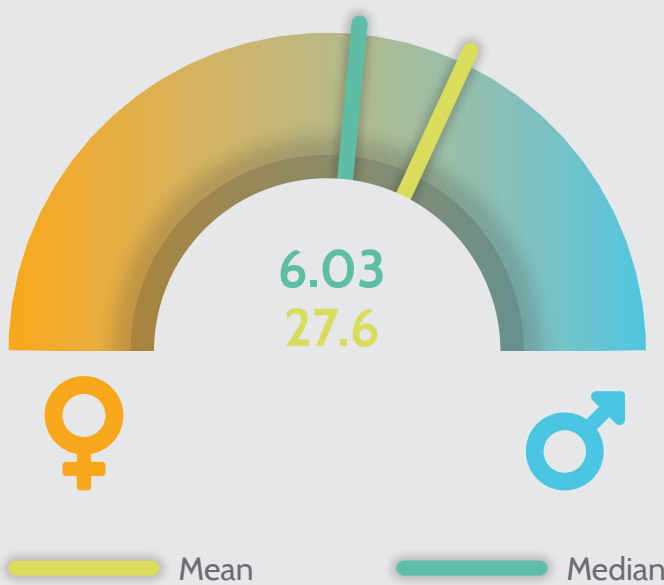
REFERENCES

2. Overview of the health and social care workforce | The King's Fund - <https://www.kingsfund.org.uk/projects/time-think-differently/trends-workforce-overview>

The percentage of men and women in each hourly pay quartile



The gender pay gap by hourly pay

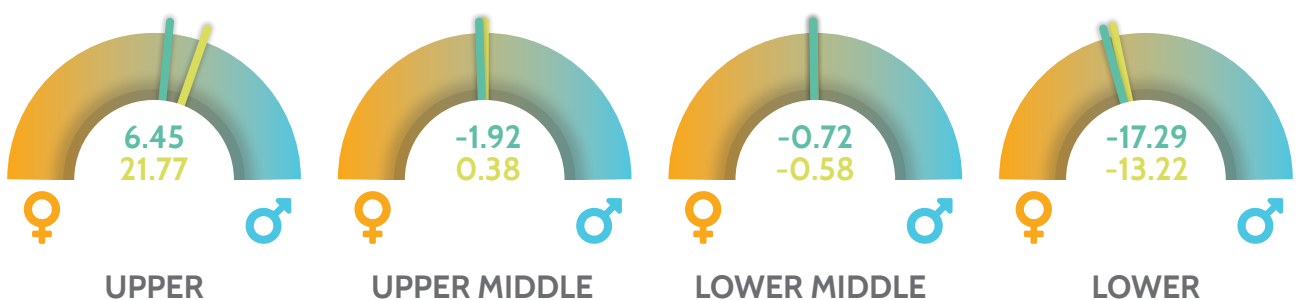


The mean average is useful to look at because it places the same value on every number, giving a good overall indication of the gender pay gap.

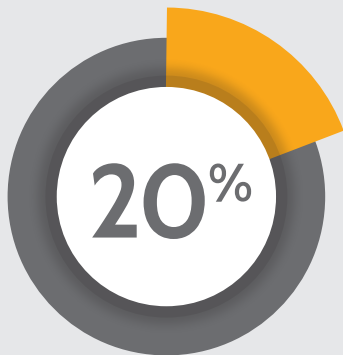
However, the high number of women (81%) in our Healthcare Assistant role which appears in the Lower quartile, and the small number of high hourly rates for men in the Upper quartile does distort the picture.

Median averages are useful to indicate what the 'typical' situation is. The median average is not distorted by very high or low hourly pay.

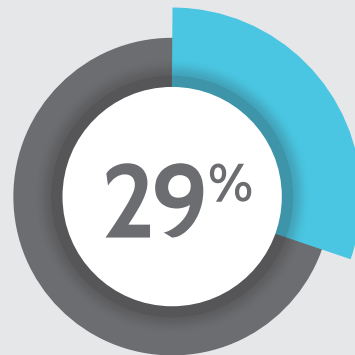
Looking at the gender pay gap per pay quartile, in 5 of the 8 areas, women are paid the same, or slightly more than men:



The percentage of men and women who received bonus

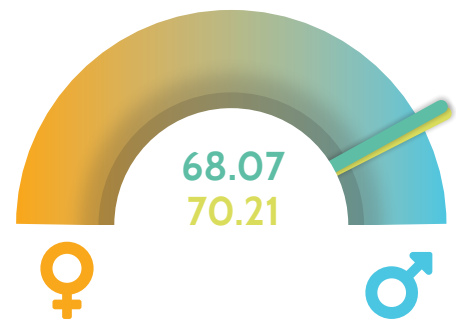


20% of women received a bonus



29% of men received a bonus

The gender bonus gap has arisen because whilst our Senior Leadership Team is 60% female, 3 of the top 5 highest value bonuses were paid to men due to their seniority and role.



At Bionical Solutions we are committed to encouraging equality of opportunity and diversity and inclusion among our workforce, and to eliminating unlawful discrimination. Our commitment to action includes:

- ensuring recruitment diversity to continue building a talented workforce that is truly representative of all sections of society, our patients and customers;
- continuing to develop our culture and working environment of trust and respect, where everyone is valued and diversity celebrated; and
- enabling all staff, irrespective of any protected characteristics, to develop and progress and achieve their potential.

We confirm that Bionical Solutions Ltd's gender pay gap calculations are accurate and meet the requirements of the regulations.

Helen Miles, Joint CEO

Gareth Davies, Joint CEO

Amy Summers, HR Director