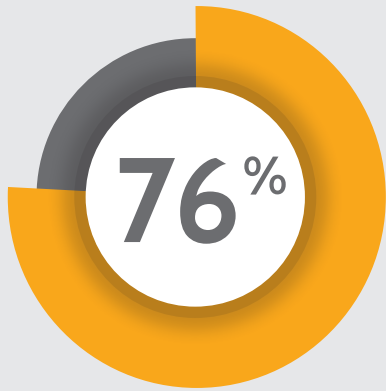


BIONICAL SOLUTIONS LTD GENDER PAY GAP REPORT FOR 2022

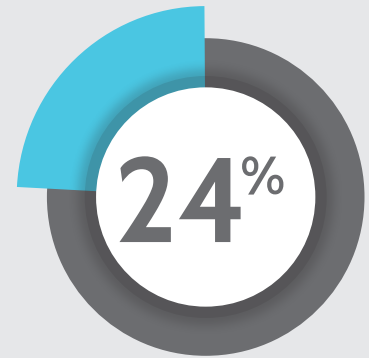
The Gender Pay regulations require Bionical Solutions Limited (as an employer with more than 250 employees) to publicly report a range of gender pay information each year.

The Gender Pay regulations require us to report six comparative figures including mean and median hourly pay gap, mean and median bonus gender pay gap. We are also obligated to provide the proportion of males and females in each pay quartile and the proportion of males and females receiving bonus pay. Gender Pay Reporting is not about equal pay for equal work. Gender Pay Reporting is a global issue about the progression of women, i.e. that there are more men in senior roles and more women in junior roles. Bionical Solutions remain committed to complying with equal pay legislation.

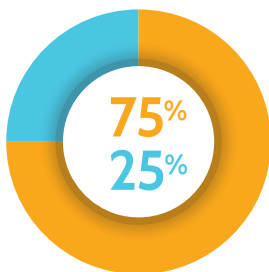
There are many reasons for gender pay gaps in an organisation and as a business we continue to work towards closing our gender pay gap each year.



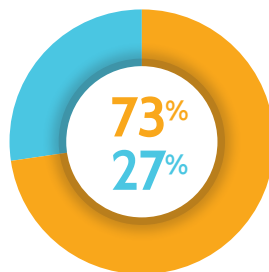
In April 2022 Bionical Solutions employed **668** employees in the UK.
76% were female.
24% were male.



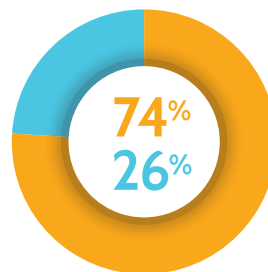
Percentage of Females and Males in each hourly pay quartile.



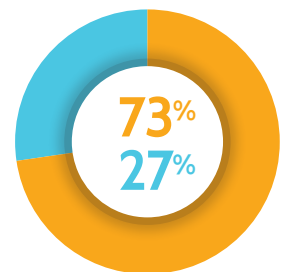
UPPER



UPPER MIDDLE



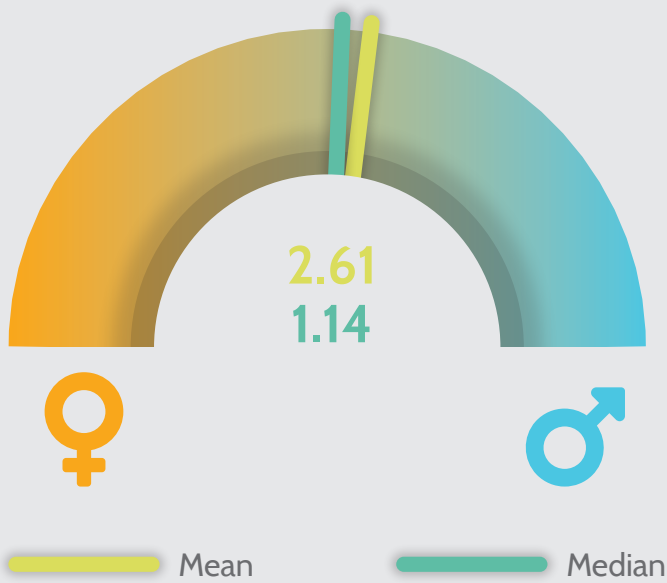
LOWER MIDDLE



LOWER

GENDER PAY GAP

Under the Gender Pay Gap regulations we are required to illustrate the mean pay gap that exists in our organisation. The mean is determined by the aggregate of all pay received by full pay employees divided by the number of employees. The mean helpfully indicates the gender disparities where men are better paid than women in our organisation.



The median calculation determines the pay of our middle employee where all employees are ranked in pay order. The median pay gap is regarded as a better indicator of typical pay inequalities experienced by the majority of women in an organisation as the results are less affected by extreme values such as a small number of low earners.

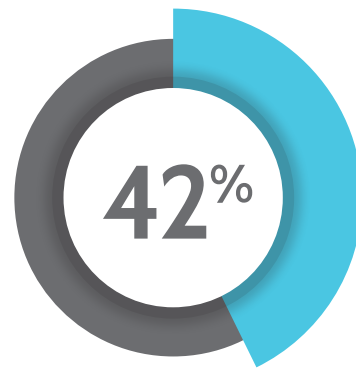
Clearly our Gender Pay Gap is heading in the right direction – that is, the gap is closing each year and they remain below the national average.

GENDER BONUS GAP

Our Gender Pay reporting obligations also include the bonuses made to employees in the 2022 reporting period (including ad hoc incentive payments made to our Clinical staff).



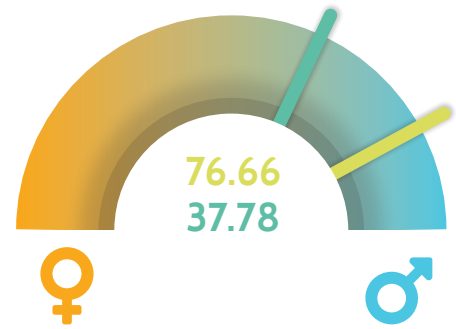
50% of women received a bonus



42% of men received a bonus

Our 2022 results show an increase in male and females in receipt of a bonus from our 2021 analysis (Male 20% & Female 29%).

The gender bonus gap has arisen because whilst our Senior Leadership Team and board is equally split between men and women, 3 of the top 4 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

Emily Gestopa, Head of HR