



**Abbott**

## THE ABBOTT UK CONSOLIDATED GENDER PAY GAP RESULTS

This report shows the gender pay gap data that Abbott UK is required to publish according to the Equality Act 2010 (Gender Pay Gap Information) Regulations 2016. This data is based on the snapshot date of 5 April 2017.

Abbott has two legal entities in the UK that meet the government reporting requirements: Abbott Laboratories Ltd, headquartered at Maidenhead, Berkshire, and Abbott Diabetes Care Ltd, our manufacturing location in Witney, Oxfordshire. We have also made the reports from these two entities available on the [GOVUK](http://gov.uk) website.

This report reflects consolidated results from all of our legal entities within the UK. Our consolidated median gender pay gap of **11.3 percent for Abbott UK is below the national median gender pay gap of 18.1 percent**, according to the Office of National Statistics 2016 data.

The gender pay gap report shows the difference between the average earnings of men and women across an organisation. This is not the same as equal pay, which is the difference between the pay of men and women who carry out the same job, similar job, or work of equal value.

## OUR RESULTS

### PAY GAP

The difference in average hourly pay, expressed as a percentage of the hourly pay of male employees.

	MEAN (average)	MEDIAN (middle)
HOURLY RATE	16.7%	11.3%

### BONUS PAY

The difference in average bonus pay, expressed as a percentage of the average male bonus.

	MEAN (average)	MEDIAN (middle)
BONUS PAY	31.2%	3.8%

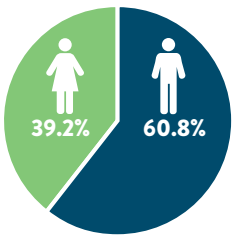
### BONUS PROPORTIONS

The proportion of female and male employees who received a bonus in the 12 months prior to the snapshot data.

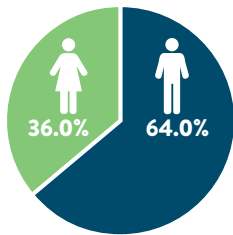
	FEMALE	MALE
BONUS PROPORTION	80.5%	79.1%

### PAY QUARTILES

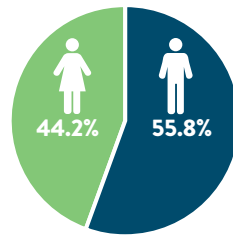
The proportion of males and females in each quarter of the payroll.



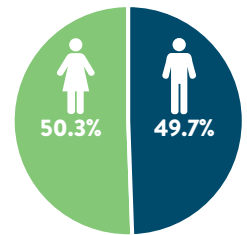
UPPER QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE

Median female pay gap is 11.3%, compared to the national median pay gap of 18.1% (mean 16.7%). Median female bonus gap is 3.8% (mean 31.2%). More females (80.5%) received a bonus than males (79.1%). Per quartile, percents are 39.2%/60.8%, 36.0%/64.0%, 44.2%/55.8%, and 50.3%/49.7%, female/male, respectively for upper, upper middle, lower middle, and lower quartiles. However, there are no statistically significant gaps with respect to equal pay for comparable roles.

## CREATING REWARDING CAREERS

For 130 years, Abbott has delivered breakthrough products that help people, families and communities lead healthier lives. To continue to compete globally, we need diverse perspectives, experiences and skills across all levels of our organisation. We are committed to fostering and supporting a culture of diversity and inclusion. Additionally, we have strong programs in place that provide growth and development opportunities for all our employees.

We've been widely regarded as an employer of choice, including being named as "Top Employers UK" and "Top Employers Europe Certification" by the Top Employers Institute. We take great pride in this recognition and we do not take it for granted. We continually review our programs to make sure we deliver on our commitments to our employees and to the communities where they live and work.

Susan Hudson  
Senior Director, OUS, Commercial Integration  
Abbott Laboratories, Ltd.

Patricia Cole  
Site Director  
Abbott Diabetes Care, Ltd

## ABBOTT UK GENDER PAY GAP REPORT BY LEGAL ENTITY

	ABBOTT DIABETES CARE LTD, UK	ABBOTT LABORATORIES, UK	TOTAL ABBOTT UK
GENDER PAY GAP (MEAN)	5.8%	26.0%	16.7%
GENDER PAY GAP (MEDIAN)	6.0%	24.2%	11.3%
BONUS PAY GAP (MEAN)	-18.7%	47.6%	31.2%
BONUS PAY GAP (MEDIAN)	10.1%	56.7%	3.8%
BONUS PROPORTION (MALE)	66.9%	96.0%	79.1%
BONUS PROPORTION (FEMALE)	62.8%	97.9%	80.5%
PROPORTION MALE/FEMALE EMPLOYEES (LOWER QUARTILE)	58.4%/41.6%	23.3%/76.7%	49.7%/50.3%
PROPORTION MALE/FEMALE EMPLOYEES (LOWER MID QUARTILE)	69.0%/31.0%	48.3%/51.7%	55.8%/44.2%
PROPORTION MALE/FEMALE EMPLOYEES (UPPER MID QUARTILE)	65.5%/34.5%	58.1%/41.9%	64.0%/36.0%
PROPORTION MALE/FEMALE EMPLOYEES (UPPER QUARTILE)	72.8%/27.2%	64.1%/35.9%	60.8%/39.2%