

Gender Pay Gap Statement – B. Braun Avitum Australia Pty. Ltd.

B. Braun Avitum Australia Pty Ltd (B. Braun Avitum) is a leading healthcare company that provides innovative medical products and services in the Australian market. With a strong presence in the healthcare industry, B. Braun recognises the importance of promoting gender equality, reviewing, and addressing where needed, the gender pay gap within its organisation. The healthcare industry plays a crucial role in society, and addressing the gender pay gap is vital for ensuring fair and inclusive workplaces. Studies have shown that gender pay disparity not only affects individual employees but also impacts productivity, employee morale, and organisational culture within the healthcare sector. B. Braun Avitum is committed to transparency and equality in the workplace, and the company aims to lead by example to ensure an equitable and diverse workforce in the healthcare industry.

Acknowledgment of the Issue

According to the Workplace Gender Equality Agency (WGEA) Gender Equality Scorecard 2024-25, and as reported via the annual Employer Census, Australia's total remuneration gender pay gap is 21.1%. For every \$1 on average that men make, women earn 79c. The 21.1% gender pay gap as reported includes all elements of remuneration including base salary, overtime, bonuses (variable pay or incentive), and additional allowances and/or payments. It also includes the annualised full time equivalent salaries of casual and part time workers. The gender pay gap does have implications, affecting not only individual employees' financial well-being but also contributing to wider societal inequalities. Research has shown that addressing pay disparities can lead to improved employee satisfaction, higher retention rates, and a more inclusive work environment.

At B. Braun Avitum the gender pay gap, as published by the Workplace Gender Equality Agency, is 12.2%, calculated with data from March 2025 and based on the average total remuneration of all men versus the average total remuneration of all women. The same data from March 2025 using average base salary data reports a gender pay gap of 9.3% and the median difference between men and women is 6.2%. The figures represent a significantly more favourable gender pay gap than the total gender pay gap for Australia, however B. Braun Avitum acknowledges the responsibility to take proactive steps to explain and/or address the gender pay gap within the organisation. By recognising and acknowledging the gap, the company is committed to implementing strategies to foster a culture of fairness and equality, accompanied by transparency to all employees.

Initiatives

B. Braun Avitum has various initiatives to raise awareness for gender equality within the organisation, including mentorship opportunities, education campaigns, leadership programs and opportunities for involvement in external groups established for women in healthcare. Additionally, the future people and culture strategy is structured to empower all leaders in the workforce, provide continued development and establish additional policies aimed towards an inclusive workplace culture.

B. Braun Avitum has reviewed its gender pay gap across the three broad job levels of the organisation, being Management, Professional and Para-professional/Technical and have identified where there are gender pay gaps, as per the WGEA definition. Specific measures taken by B. Braun Avitum to address the gender pay gap include conducting

regular pay audits, reviewing specific award pay scale and salary structures, participating in industry salary surveys, and ensuring policies reflect equality where all other facets of employment (education, experience, organisational job level, and performance) are comparable, thus leading to equal pay for equal work. By proactively identifying and addressing pay disparities and driving our recruitment decisions and workplace practices with this information in hand, the company is working towards closing the gender pay gap within its workforce.

Employee Involvement

B. Braun Avitum recognises the importance of employee feedback and involvement in addressing the gender pay gap. The company encourages employees to voice their concerns, share their experiences, and provide suggestions about pay equity. By engaging with employees and soliciting their input through employee engagement surveys, Town Halls, and informal roundtable discussions, the company aims to gain valuable perspectives and insights that can inform decision-making. The company will consider and act accordingly on employee input regarding the gender pay gap. By valuing and incorporating employee feedback, B. Braun Avitum demonstrates its commitment to creating a workplace where all employees are heard, respected, and empowered to contribute to a more equitable and inclusive environment.

Accountability and Leadership

Leadership at B. Braun Avitum recognises its responsibility in addressing the gender pay gap and is committed to driving change where required from the top down. By establishing clear expectations related to pay equity, the company aims to ensure that all employees are compensated fairly and equitably based on skills, experience, performance, and contributions.

Future Commitments

B. Braun Avitum will continue monitoring, tracking, and assessing pay equity within the organisation through regular pay audits and analysis of salary data. B. Braun Avitum is committed to providing communication to employees regarding the gender pay gap and providing transparency by way of a rationale, either for the gap or to reduce unexplainable gap(s) over time. Through updates, feedback mechanisms, and open dialogue, the company seeks to engage employees in fostering a culture of fairness and inclusion.

Conclusion

In conclusion, B. Braun Avitum reaffirms its dedication to participate in the achievement of gender pay equity in the healthcare industry. By acknowledging the issue, implementing initiatives, encouraging the voice of all employees, and fostering accountability and leadership, the company is committed to an equitable workplace for all employees.