

Gender Pay Gap Report UK 2024

Gender Pay Gap Data: UK

At Johnson & Johnson, we make inclusion and belonging how we work every day. Our diverse workforce and inclusive culture accelerate our innovation and fuel our pursuit of a healthier, more equitable world. For us, inclusion is a business imperative guided by Our Credo and built into our culture. And publishing this annual Gender Pay Gap Report aligns with these values.

Here is the data for the UK.

Beyond these numbers, see how we’re fostering an inclusive workforce aligned with our Credo in our [Health for Humanity](#) report.

Liz Keane

Liz Keane
Head of HR for Northern Europe (UK, Ireland & Nordics)

Our gender pay gap data

Our 2024 report reflects gender pay gap data as of April 5, 2024, for Johnson & Johnson’s three legal entities in the UK with more than 250 employees. These companies are **DePuy International Ltd.**, **Janssen Cilag Ltd.**, and **Johnson & Johnson Medical Ltd.**

DePuy International Ltd.			Janssen Cilag Ltd.		J&J Medical Ltd.	
	Mean	Median	Mean	Median	Mean	Median
Gender pay gap	6.7%	9.4%	15.8%	9.7%	12.2%	10.5%
Bonus pay gap	9.3%	5.4%	37.6%	33.4%	22.9%	33.2%
% of males & females receiving a bonus payment 2024						
Female	90.9%		93.7%		93.5%	
Male	94.8%		95.3%		93.7%	
Pay quartiles 2024	Female	Male	Female	Male	Female	Male
Upper % of ees.	43.7%	56.3%	50.8%	49.2%	43.3%	56.7%
Upper middle % of ees.	39.1%	60.9%	63.6%	36.4%	51.2%	48.8%
Lower middle % of ees.	42.5%	57.5%	64.7%	35.3%	52.5%	47.5%
Lower % of ees.	56.8%	43.2%	76.1%	23.9%	60.0%	40.0%
	0%	50% 100%	0%	50% 100%	0%	50% 100%

About the numbers. Our gender pay gap calculations are based on the requirement to publish an “unadjusted gap,” which averages pay across all employees. This analysis does not take into account factors such as job family and level.

Why is there a pay gap

The composition of our workforce remains the main driver of our pay gap. In our analysis, we have identified three main areas where gender distribution is impacting the gender pay gap and bonus pay gap.



Like many businesses in the UK, our analysis shows we face a challenge with having a gender balance in senior positions, with a higher number of men in senior roles. We have continued our effort to build a higher representation of females in leadership and management roles.



Within our entities, and more broadly across the UK, there is a challenge with recruiting women into STEM roles.



The bonus pay gap compares bonuses for full-time and part-time employees without taking into account the difference between both groups. Across our entities, there are more women in part-time working positions than men.

Our approach to fostering an inclusive culture

We remain passionate about promoting an inclusive culture for all and recognize that meaningful change takes time. Our efforts focus on delivering lasting improvements through a three-pronged strategy:

01

Ensure personal and career development is supported at all levels



02

Continue making our workplace attractive and inclusive

03

Continue to increase the pipeline of future leaders

To learn more about our programs and initiatives in this space please visit:

[Healthforhumanityreport.jnj.com](https://belong.jnj.com)

<https://belong.jnj.com/2023/>

Thank you