



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, 2018.

The gender pay gap report shows the difference between the average earnings of men and women across an organization. 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.

This report reflects consolidated Abbott UK results from Abbott Laboratories Ltd, headquartered at Maidenhead, Berkshire, and

Abbott Diabetes Care Ltd, our manufacturing location in Witney, Oxfordshire. This report also incorporates employees from our Abbott Medical business. These employees were not included in last year's report as they were not integrated into the business in 2017. Gender pay gap data from Abbott Laboratories Ltd and Abbott Diabetes Care Ltd are also available on the [GOSUK](#) website.

Our consolidated median gender pay gap of **12.6 percent for Abbott UK is below the national median gender pay gap of 17.9 percent**, according to the Office of National Statistics 2018 data.

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	14.0%	12.6%

BONUS PAY

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

	MEAN (average)	MEDIAN (middle)
BONUS PAY	26.1%	25.9%

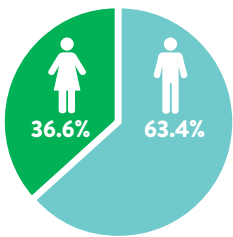
BONUS PROPORTIONS

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

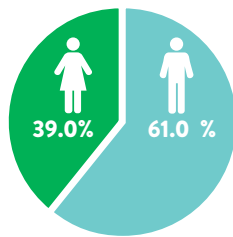
	FEMALE	MALE
BONUS PROPORTION	84.9%	82.5%

PAY QUARTILES

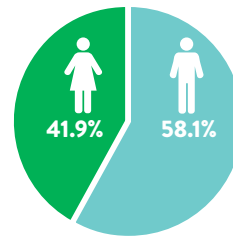
The proportion of males and females in each quarter of the payroll.



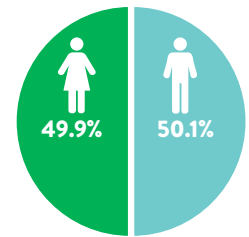
UPPER QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE


Median female pay gap is 12.6%, compared to the national median pay gap of 17.9% (mean 17.1%). Median female bonus gap is 25.9% (mean 26.1%). More females (84.9%) received a bonus than males (82.5%). Per quartile, percents are 36.6%/63.4%, 39.0%/61.0%, 41.9%/58.1%, and 49.9%/50.1%, 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.


 Neil Harris
 Affiliate Management Representative
 Abbott Laboratories, Ltd


 Patricia Cole
 Site Director TPMs
 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)	4.1%	23.6%	14.0%
GENDER PAY GAP (MEDIAN)	4.4%	16.9%	12.6%
BONUS PAY GAP (MEAN)	-7.6%	34.1%	26.1%
BONUS PAY GAP (MEDIAN)	56.7%	37.6%	25.9%
BONUS PROPORTION (MALE)	74.7%	90.8%	82.5%
BONUS PROPORTION (FEMALE)	72.7%	94.1%	84.9%
PROPORTION MALE/FEMALE EMPLOYEES (LOWER QUARTILE)	69.8%/30.2%	27.5%/72.5%	50.1%/49.9%
PROPORTION MALE/FEMALE EMPLOYEES (LOWER MID QUARTILE)	65.8%/34.2%	49.2%/50.8%	58.1%/41.9%
PROPORTION MALE/FEMALE EMPLOYEES (UPPER MID QUARTILE)	68.3%/31.7%	58.3%/41.7%	61.0%/39.0%
PROPORTION MALE/FEMALE EMPLOYEES (UPPER QUARTILE)	75.0%/25.0%	62.8%/37.2%	63.4%/36.6%