



**Lisa Johnston, Human Resources Director, Australia / New Zealand**

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At BMS our people are our greatest strength. It is essential that we build a workforce that understands the diverse cultures, backgrounds and experiences of our patients and communities in which we work and live. We focus on creating a workplace where everyone feels they belong; their unique perspectives are valued, and they can fully contribute to BMS's vision of transforming patients' lives through science.

Our strategy is built upon the belief that inclusion and diversity drive equitable advancement and outcomes for all. Achieving this relies on reviewing and analysing data to gain insights to where we are today and identifying what we need to do to continue building a culture of inclusion and belonging. Pay gap data represents one element of this overall picture.

It is important to reiterate that at BMS our Total Rewards Strategy is designed to ensure individuals are remunerated appropriately in line with the market. We fairly and equitably reward our people based on the work they do, the capabilities they possess, and their performance regardless of gender. We also provide an innovative and inclusive suite of benefits that form part of the complete employer offering.

We have a high representation of women across our organisation including 72% in our current workforce and 50% in our Leadership Team. However, the number of women increases progressively as we move down levels of our organisation, driving a gender pay gap.

Our goal moving forward is to maintain a holistic approach to Gender Equity. We will continue to review remuneration against the market and to achieve gender parity in like for like roles.

Our gender-neutral policies will continue to promote flexibility at all levels and ensure a safe and inclusive workplace that harnesses the power and impact of expanding the diversity of our workforce.

We remain committed to identifying and overcoming the barriers to a more equal workplace and we recognise this requires intentionality, transparency and accountability. By leveraging talent management best practices, leadership development and inclusive leadership behaviours, we are confident we can close the gap and embrace diversity at every level.

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