



EMBECTA IRELAND

GENDER PAY GAP REPORT

December 2022



EMBECTA IRELAND GENDER PAY GAP REPORT

embecta Ireland is delighted to publish its Gender Pay Gap report 2022 which confirms that **our median pay gap is 2.2%** and our **mean pay gap is 4.2%**. This is significantly lower than the national average, estimated at 14%¹.

We are very pleased that the very focused approach we have taken to gender diversity, in terms of pay, benefits, gender focused recruitment processes and development opportunities is achieving such positive outcomes, as borne out in our very first GPG report.

Our mean pay gap is very much influenced by our gender diversity split (82% male/18% female) and the nature of our working structure, with a higher proportion of males working shift roles and overtime.

embecta Ireland Publishes 2022 Ireland Gender Pay Gap Figures

**MEDIAN
PAY GAP** 2.2%

**MEAN
PAY GAP** 4.2%

embecta – About Us

Empowered by nearly 100 years of innovation and a sense of urgency to advance diabetes care, embecta is singularly focused on improving the lives of people living with diabetes.

More than 30 million people in over 100 countries rely on our products to help manage their diabetes. Nearly 100 years ago, we delivered an innovation that moved the management and treatment of diabetes forward. That journey toward better solutions to control and to simplify everyday realities continues. At embecta, we are solely focused on continuing to provide quality solutions and advancing a new generation of life-changing innovation.

embecta Ireland – How We Work

At embecta Ireland the majority of our employees (who we refer to as associates) work at our state of the art Dun Laoghaire manufacturing facility, where we produce advanced insulin delivery injection devices. This is a high volume, highly automated, regulated manufacturing facility which operates 24 hours per day, 7 days per week.

The structure of our operation means that 2/3rds of our associates work a shift pattern, rotating through days, nights and weekends, while 1/3rd work a day pattern, Monday – Friday.

We have been established at the Dun Laoghaire site since 1969 and can boast an impressive legacy of associate long service, engagement and development. Today our average service is 18 years and 22% of our associates have greater than 20 years of service, a testament to how we value and treat all of our employees.

¹ Per the Chartered Institute of Personnel and Development (CIPD Ireland)

Our Findings

2022 Gender Pay Gap Information Act Reporting Requirements

(Figures reported are based on the snapshot date of 15 June 2022)

		PERCENTAGE
Mean Hourly Gender Pay Gap	All associates	4.2%
	Part time	N/A
	Temporary	29%
Median Hourly Gender Pay Gap	All associates	2.2%
	Part time	N/A
	Temporary	31.9%
Mean Gender Bonus Gap		-22.6%
Median Gender Bonus Gap		0%
% of associates who received a bonus		94% Males 79.3% Females
% of associates who received BIK (Benefit in Kind)		95% Males 86.2% Females
% of associates within lower remuneration quartile		68.6% Male 31.4% Female
% of associates within lower middle remuneration quartile		90.2% Male 9.8% Female
% of associates within upper middle remuneration quartile		85.2% Male 14.8% Female
% of associates within upper remuneration quartile		84.3% Male 15.7% Female

Reflection – Understanding GPG

Mean Pay Gap

- ➔ as outlined above, the nature of our business means that our manufacturing facility runs 24 hours per day, 7 days per week, necessitating shift work covering nights and weekends;
- ➔ a higher proportion of males work on shifts, thereby receiving a shift premium which is included in the calculation of their hourly pay; and
- ➔ a higher proportion of males work overtime, thereby receiving overtime payments which is included in the calculation of their hourly pay.

Mean Bonus gap (which is in favor of women)

- ➔ the calculation methods under the relevant regulations have created some anomalies when applied to embecta's bonus structure as a larger proportion of our male employees occupy roles with a different (i.e. non-performance related) bonus plan, thereby reducing the average male bonus in comparison to our female employees.

Remuneration quartiles

- ➔ embecta Ireland employs a larger proportion of males than females, across all of the quartiles, which is a reflection of and a commonality across the sector we operate in. Traditionally, for various societal reasons, more males than females were employed in manufacturing and similar labor intensive roles and this trend continues as manufacturing, process and polymer apprenticeship programmes attract more male than female candidates; and
- ➔ Third level Engineering programmes attract more male than female candidates.

Our Commitments

We have for some time now been prioritizing gender diversity, as summarised below. We shall continue to strive for a more inclusive and gender balanced workplace, particularly in roles across Operations, Engineering, shift roles and senior management.

1. Apprenticeship Programme

In order to build our female talent across roles within Operations and Engineering, we are committed to growing our existing apprenticeship programme, enhancing the learning content and hiring a 50% male and 50% female intake each year.

2. Talent Acquisition Processes

We are committed to ensuring we have equally qualified females shortlisted in the interview process for all people management vacancies.

3. Schools Partnership

We shall continue to build and enhance our important partnerships with local schools, educating students on our business, on STEM careers and providing career guidance and mentoring for female students to help grow their understanding of the career opportunities available in the Medical Device industry.

4. Inclusion & Diversity Associate Resource Groups (ARGs)

- ➔ We have already established 6 dedicated ARGs, focusing on WIN/STEM, LGBTQ+, Wellbeing, Culture, Recognition and Biodiversity where we encourage all associates to bring their best and authentic selves to work each day and work together to actively challenge traditional ideas and thought patterns which may be a barrier to inclusivity.
- ➔ Listening to the voices of our associates and driving tangible actions through these ARGs is business critical for embecta, to the extent that the Leadership Team have built delivery of ARG action plans into annual key performance indicators.
- ➔ Each Leadership Team and Extended Leadership Team member is responsible for an ARG, its action plans and the achievement of those plans.

5. Development opportunities

- ➔ We ensure all associates have visibility and understanding of Career Maps and have equal access to opportunities and development supports.
- ➔ We support 3rd level education for associates through our Further Education Programme.
- ➔ We provide management development support and programmes on an annual basis for all our people leaders.

If you are interested in making a difference in the lives of people with diabetes, explore our careers page at www.embecta.com.