



EMBECTA IRELAND

GENDER PAY GAP REPORT

2023



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embecta Ireland is delighted to publish its Gender Pay Gap report 2023 which confirms that **our median pay gap is 4.4%** and our **mean pay gap is 4.3%**. This remains significantly lower than the 2022 national gender pay gap of 9.6%. (according to the latest CSO Ireland data)

We are very pleased that the 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.

Our mean pay gap is very much influenced by our gender diversity split (81% male/19% female) and the nature of our working structure, with a higher proportion of male employees working shift roles and overtime.

embecta Ireland Publishes 2023
Ireland Gender Pay Gap Figures

**MEDIAN
PAY GAP** 4.4%

**MEAN
PAY GAP** 4.3%

About Us

Empowered by 100 years of innovation, embecta — a global diabetes care company — is focused on improving the lives of people living with diabetes (PWD). embecta is the leading producer of diabetes injection devices, manufacturing approximately 8 billion devices annually for an estimated 30 million PWD. Through its approximately 2,200 employees around the world, embecta is working to advance the standard of care in insulin delivery through strong community partnerships, innovative technology and comprehensive care resources.

embecta Ireland – How We Work

At embecta Ireland, the majority of our employees 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 two-thirds of our employees work a shift pattern, rotating through days, nights, and weekends, while the remaining third work a day pattern, Monday through Friday.

We have been established since 1969 at the Dun Laoghaire site and can boast an impressive legacy of employee long service, engagement and development. Today our average service is 11 years and 20% of our employees have greater than 20 years of service.

Our Findings

2023 Gender Pay Gap Information Act Reporting Requirements

(Figures reported are based on the snapshot date of 15 June 2023)

		PERCENTAGE
Mean Hourly Gender Pay Gap	All employees	4.30%
	Part time	N/A (No Part-Time Males)
	Temporary	16.70%
Median Hourly Gender Pay Gap	All employees	4.40%
	Part time	N/A (No Part-Time Males)
	Temporary	19.10%
Mean Gender Bonus Gap		-7.70%
Median Gender Bonus Gap		0%
% of employees who received a bonus		92.9% Males 91.1% Females
% of employees who received BIK (Benefit in Kind)		97.4% Males 93.1% Females
% of employees within lower remuneration quartile		66.9% Males 33.1% Females
% of employees within lower middle remuneration quartile		86.2% Males 13.8% Females
% of employees within upper middle remuneration quartile		88.5% Males 11.5% Females
% of employees within upper remuneration quartile		80.9% Males 19.1% Females

Understanding Gender Pay Gap

Mean Pay Gap

- ➔ The mean pay gap of 4.3% signifies that the average male pay is 4.3% higher than the average female pay. This is explained as follows:
 - The nature of our business means 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 mean bonus gap of -7.7% signifies that the average female bonus is 7.7% higher than the average male bonus. This is explained as follows:
 - 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 common across the manufacturing sector. 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 Progress

- ➔ Overall our findings in 2023 are consistent with 2022.
- ➔ Our headcount has increased by 35 employees versus the 2022 reporting period, with 40% of those employees being female. As a result of this, we are pleased to have increased our overall gender diversity by 1% as we continue to strive for a more gender-balanced workplace.
- ➔ We can also report positive movement in the gender balance in senior and middle management roles. Through a targeted recruitment process and continued employee development, we have seen a 3.4% increase in female representation in the upper remuneration quartile versus 2022.

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 Program

In order to build our female talent across roles within Operations and Engineering, we are committed to growing our existing apprenticeship program, 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 females shortlisted in the interview process for all people management vacancies.

3. Schools Partnership

- ➔ We continue to build and enhance our important partnerships with local schools, educating students on our business and 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.
- ➔ Inclusion & Diversity: We have established 4 dedicated Associate Resource Groups (ARGs) focusing on WIN/STEM, LGBTQ+, Engagement and Biodiversity, where we encourage all employees 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 employees 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.

4. Development opportunities

- ➔ We ensure all employees have visibility and understanding of Career Maps and have equal access to opportunities and development supports.
- ➔ We support third-level education for employees through our Further Education Program.
- ➔ We provide management development support and programs 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.