

embecta Ireland Gender Pay Gap Report 2025



Our Gender Pay Gap Report has been prepared in compliance with government regulations. This report covers the 12-month period up to 30th of June 2025, the 'snapshot period'.

Snapshot Date 25th June 2025	2025	
Mean Gender Pay Gap	All Employees	3.9%
	Part-time	N/a (No Part-Time employees)
	Temporary	11.8%
Median Gender Pay Gap	All Employees	4.1%
	Part-time	N/a (No Part-Time Employees)
	Temporary	19.8%
Mean Gender Bonus Gap	1.6%	
Median Gender Bonus Gap	0%	
% of Employees who received a bonus <i>Bonus related to performance & productivity</i>	7.8%: Males / 14.6%: Females	
% of Employees who received BIK (Benefit in Kind)	95.6%: Males / 94.4%: Females	
% of Employees within upper remuneration quartile	81%: Males / 19%: Females	
% of Employees within upper middle remuneration quartile	87%: Males / 15%: Females	
% of Employees within lower middle remuneration quartile	85%: Males / 15%: Females	
% of Employees within lower remuneration quartile	71%: Males / 29%: Females	

2025 Gender Pay Analysis

Our 2025 analysis of compensation data shows that the pay difference is influenced by role type, work patterns, and career level distribution.

Key factors include:

- Our workforce is comprised of 81% male and 19% female employees, which aligns with prevailing gender representation trends within the manufacturing industry.
- Approximately two-thirds of our employees work rotating shifts that include days, nights, and weekends, while the remaining third work a standard Monday-to-Friday schedule. Consequently, remuneration rates vary depending on whether employees work days, nights, or weekends.

Our Commitment

At embecta, our commitment to equity is grounded in our core values of Authenticity and Inclusivity, which shape how we work together and how we build our teams. We believe that diversity of thought, experience and background strengthens our organisation—enabling better decision-making, innovation and outcomes for our customers and communities.

We are committed to fostering a workplace where fairness and equity in pay, employment terms, access to opportunity and career progression are upheld regardless of gender, with transparency embedded at the heart of our people policies and practices.