



LEO Pharma Dublin - 2022 Gender Pay Gap Report

Published: Dec 16, 2022

Introduction:

Ireland is the latest country across Europe to introduce mandatory gender pay gap (GPG) reporting, the aim of which is to address gender gaps in the workplace and barriers to the full socio-economic equality of females at work.

From June 2022, the Gender Pay Gap Information Act 2021 requires organisations in Ireland with over 250 employees in 2022 to report on their hourly gender pay gap across a range of specified metrics.

The gender pay gap refers to the difference between what is earned on average by females and males based on “average gross hourly earnings” of all paid employees across all departments; all jobs; and all levels of the organisation. Hourly Earnings is defined as including Basic Pay, Shift Premium Pay, Overtime Pay, Allowances. It does not include remuneration referable to redundancy. Benefits in Kind includes any non-cash benefit of an estimated monetary value.

Under GPG legislation there are seven broad reporting requirements:

1. The mean and median pay gap in hourly pay between male and female employees.
2. The mean and median pay gap in hourly pay between part-time male and female employees.
3. The mean and median pay gap in hourly pay between temporary male and female employees.
4. The mean and median bonus pay between male and female employees.
5. The percentage of male and female employees who received bonus pay.
6. The percentage of male and female employees who received benefit in kind.
7. The percentage of male and female employees in each of four band quartiles.

In 2022, employers must choose a ‘snapshot date’ in June, which will mirror their reporting date in December 2022. Any resulting gender pay gap will be then used for year-on-year comparisons into the future.

LEO Pharma Dublin 2022 Gender Pay Gap

With a workforce in excess of 250 employees, LEO Pharma Dublin is in scope for Gender Pay Gap reporting in 2022. Therefore, all information in this report pertains only to LEO Pharma Dublin.

For reporting purposes, the snapshot date chosen is 30th June 2022. The reporting period is the 12-month period immediately preceding the snapshot date.

The total employee population is 459 of which 278 are males (60%) and 181 are females (40%).

1. The mean and median pay gap in hourly pay between male and female employees

LEO Pharma Dublin has a mean gender pay gap of -0.96% and a median gender pay gap of -0.46%. This tells us that females in LEO Pharma Dublin are paid, on average, very marginally more than males, or in practical terms we can be proud to declare we have near parity on gender pay in LEO Dublin. This compares very favourably to the gender pay gap nationally across Ireland which is estimated to be 9% in favour of males, with the EU average being 12.7%, in favour of males¹.

2. The mean and median pay gap in hourly pay between part-time male and female employees

LEO Pharma Dublin has a mean part-time gender pay gap of -50.94% and a median part-time gender pay gap of -21.44%. This gender pay gap is highly favourable to the female workforce, meaning that female part-time employees in LEO Dublin, on average, earn more than their male counterparts. However, it is important to note that 34 employees of the total LEO Dublin workforce are employed on a part-time basis, of which only 3 employees are male. LEO Pharma's Job Sharing & Part-Time Working Policy is aimed at supporting employees achieve a better work-life balance. This policy applies equally to all employees irrespective of gender, however in practice we see that more female employees choose to take up the opportunity to work part-time, compared to males.

3. The mean and median pay gap in hourly pay between temporary male and female employees

The mean gender pay gap between temporary employees is -2.57% with the median pay gap being -1.05%. The gender pay gap for temporary employees in LEO Pharma Dublin is marginally favourable to females. Note that 20 employees of the LEO Dublin workforce are temporary of which 12 are male and 8 are female.

4. The mean and median bonus pay between male and female employees

The mean bonus pay gap between employees in LEO Pharma Dublin is -3.25% favourable to females with the median bonus pay gap being -0.07%. 443 employees in LEO Dublin (96.5% of the total workforce) received a bonus payment in preceding 12 months, of the report snapshot date of June 30, 2022. While we note that the gender pay gap on bonus payments is marginally favourable to females, it is important to recognise that LEO Dublin

bonus programs are linked to actual performance metrics and appropriately will vary in payment amounts from one year to the next.

5. The percentage of male and female employees who received bonus pay

96.8% of male employees and 96.1% of female employees in LEO Pharma Dublin received bonus pay in LEO Pharma Dublin, for the reporting period. With new hire employees starting in early 2022 comprising the vast majority of employees not paid bonus, we conclude there is minimal gender gap on bonus pay.

6. The percentage of male and female employees who received benefit in kind

For the reporting period, 2.52% of male employees and 3.87% of female employees received benefit in kind in LEO Pharma Dublin in 2022. The benefit in kind relates to company cars and fuel allowances. It is a small population of just 14 employees with equal numbers of males and females (7 & 7) receiving BIK. When we calculate this as a percentage of the total LEO Pharma Dublin workforce (which is 60% male vs 40% female) we see a slightly higher percentage of the population of females receive BIK (favourable gap of 1.3%).

7. The percentage of male and female employees in each of four band quartiles

	# of Males	# of Females	% Male	% Female
A (upper quartile)	68	47	59.13%	40.87%
B (upper middle quartile)	69	45	60.53%	39.47%
C (lower middle quartile)	78	37	67.83%	32.17%
D (lower quartile)	63	52	54.78%	45.22%

When we segment the total employee population into the 4 pay bands (A Upper, B Upper Middle, C Lower Middle, D Lower) we see the following:

- All 4 bands have more males than females because LEO Pharma Dublin has a larger population of males than females (278 vs 181).
- In all 4 bands the % split between males and females approximately aligns with the total workforce gender balance of 60% male and 40% female.
- In Bands A and B the split is very close to 60:40 in line with the total population gender split.

- In Band C we see a proportionately higher % of males vs females compared, and conversely in Band D there is a proportionately higher % of females in the lowest quarter.

Employer Statement - conclusion:

LEO Pharma Dublin is fully committed to providing a work environment that respects the dignity and rights of all employees and is free from any sort of discrimination, including gender discrimination and gender pay discrimination.

In this regard, we have a broad range of global and local policies which support our commitment to diversity and inclusion, from Recruitment and Selection at the start of the employee life-cycle to Retirement Supports at the end of the employee life-cycle. Looking ahead, LEO Pharma Dublin remains committed to continuing with our commitment to diversity and inclusion in our every-day best practices in areas of; Rewards management, Career Development, Training and Development, Further Education, Flexible Working Arrangements, Remote Working Policies, and a broad range of generous leave of absence policies intended to achieve a healthy work – life balance for our employees.

For the reporting period ending June 30, 2022, our favourable gender pay gap statistics is a positive indication of LEO Pharma Dublin's commitment towards being an equal opportunities employer.

References:

1. [Eurostat: 2020 Gender pay gap in unadjusted form](#)

MAT-96780 June 2026