



LEO Pharma Dublin - 2023 Gender Pay Gap Report

Introduction:

The overarching objective of mandatory gender pay gap (GPG) reporting is to address gender gaps in the workplace and barriers to the full socio-economic equality of females at work.

The Gender Pay Gap Information Act 2021 requires organisations in Ireland with over 250 employees 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.

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

LEO Pharma Dublin 2023 Gender Pay Gap

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

For reporting purposes, the snapshot date chosen is 30th June 2023. The reporting period is the 12-month period immediately preceding the snapshot date (01 July 2022 to 30 June 2023).

The total employee population is 405, of which 253 (62.5%) are males and 152 (37.5%) are females.

For ease of reading, gender pay gap will be abbreviated to GPG from hereon in.

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

LEO Pharma Dublin has a mean GPG of 4.52% and a median GPG of 1.74%. This tells us that females in LEO Pharma Dublin are paid a little less than males when you compare the two groups on hourly rate of pay. There can be many reasons for a GPG. For example, LEO Pharma Dublin has more female employees availing of unpaid leave options (such as parental leave) which can impact on bonus pay. Another reason for a GPG is that we have a higher proportion of males in senior management roles. It's also worth noting that a large cohort of our Dublin population (c.230 employees) are on collective bargaining pay. For these employees we operate pay scales which are linked to service, thereby mitigating the risk of gender bias for that population. When we benchmark externally, LEO Pharma Dublin's mean GPG of 4.52% compares favourably to the mean GPG nationally across Ireland which was 9.9% in 2022¹.

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 GPG of -22.16% and a median part-time GPG of -17.29%. This GPG is highly favourable to the female workforce, meaning that female part-time employees in LEO Dublin, on average, earn more than their male part-time counterparts. However it's also worth noting that only 30 employees (7.4% of total workforce) are employed on a part-time basis, of which 27 are female and 3 are male. LEO Pharma's Job Sharing & Part-Time Working Policy is aimed at supporting employees to 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 GPG gap between temporary employees is 21.5% with the median GPG being 15.36%. The GPG for temporary employees in LEO Pharma Dublin is highly favourable to males. However it's worth emphasising that only 16 employees (out of a total workforce of 405) are temporary, of which 12 are male and 4 are female. It is difficult to make any meaningful findings with such a small population of only 4 females (2.63% of the total female population).

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

The mean bonus GPG between employees in LEO Pharma Dublin is -0.86% favourable to females with the median GPG being 2.95%. 393 employees in LEO Dublin (97% of the total workforce) received a bonus payment in the reckonable period (01/07/2022 to 30/06/2023). 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

97.2% of male employees and 96.7% of female employees in LEO Pharma Dublin received bonus pay in the reporting period (01/07/2022 to 30/06/2023). The sole reason for the 12 employees not receiving a bonus payment was due to being a “new hire”, which in line with our Bonus Scheme eligibility rules.

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

2.77% of male employees and 3.95% of female employees received benefit in kind (BIK) in 2023, which is slightly favourable to females. BIK in LEO Pharma Dublin relates to the provision of company cars and fuel allowances, which is a role-specific entitlement. As such it's a very small population of just 13 employees, made up of 7 males and 6 females.

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

	# of Male	# of Female	% of Male	% of Female
A (upper)	66	35	65.35%	34.65%
B (upper middle)	62	39	61.39%	38.61%
C (lower middle)	68	33	67.33%	32.67%
D (lower)	57	45	55.88%	44.12%

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 (253 vs 152).
- In all 4 bands the % split between males and females approximately aligns with the total workforce gender balance of 62.5% male and 37.5% female.

- In Bands A and B the split is very close to 62.5% / 37.5% in line with the total population gender split.
- In Band C we see a proportionately higher % of males, 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, 2023, our relatively small gender pay gap on hourly rate is a positive indication of LEO Pharma Dublin's commitment towards being an equal opportunities employer. The adverse change compared to prior year (from -0.96% in 2022, to 4.52% in 2023) can largely be explained by organisational changes, both voluntary turnover as well as redundancy programs. We anticipate that for 2024 we will see a move back towards gender pay parity in LEO Pharma Dublin.

References:

1. [Eurostat: Gender pay gap in unadjusted form 2021](#)

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