



## **LEO Pharma Dublin - 2024 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 2024 Gender Pay Gap**

With a workforce in excess of 150 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 30<sup>th</sup> June 2024. The reporting period is the 12-month period immediately preceding the snapshot date (01 July 2023 to 30 June 2024).

The total employee population is 390, of which 240 (61.5%) are males and 150 (38.5%) 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 0.77% and a median GPG of -3.63%. At less than 1% GPG we are proud that we have gender pay parity on mean hourly rate of pay rates in LEO Dublin. We also note the improvement from last year, where our mean GPG in hourly rate of pay in 2023 was 4.52%, and the median of 1.74%. When we benchmark externally, LEO Pharma Dublin's mean GPG of 0.77% compares very favourably to the mean GPG nationally across Ireland which was 9.3% in 2022<sup>1</sup>.

### **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 -22.35% and a median part-time GPG of -11.98%. 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 25 employees (6.4% of total workforce) are employed on a part-time basis, of which 23 are female and 2 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**

There is no GPG data available for this category as LEO Pharma Dublin only has 4 temporary staff in the relevant reference period of this report and all 4 temporary employees are female.

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

The mean bonus GPG between employees in LEO Pharma Dublin is -8.16% favourable to females with the median GPG being -39.31%. 379 employees in LEO Dublin (97% of the total workforce) received a bonus payment in the reckonable period (01/07/2023 to 30/06/2024). While, we note that the gender pay gap on bonus payments is 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**

99.17% of male employees and 94% of female employees in LEO Pharma Dublin received bonus pay in the reporting period (01/07/2023 to 30/06/2024). The sole reason for the 11 employees not receiving a bonus payment was due to being a “new hire”, which in line with our global STIP Bonus Scheme eligibility rules.

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

2.9% of male employees and 2.7% of female employees received benefit in kind (BIK) in 2024, and with a differential of 0.2% is essential equal from a gender balance perspective. 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 11 employees, made up of 7 males and 4 females.

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

|                         | # of Male | # of Female | % of Male | % of Female |
|-------------------------|-----------|-------------|-----------|-------------|
| <b>A (upper)</b>        | 61        | 36          | 62.83%    | 37.11%      |
| <b>B (upper middle)</b> | 54        | 43          | 55.69%    | 44.33%      |
| <b>C (lower middle)</b> | 70        | 28          | 71.43%    | 28.57%      |
| <b>D (lower)</b>        | 55        | 43          | 56.12%    | 43.88%      |

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 (240 vs 150).
- In all 4 bands the % split between males and females aligns within a reasonable margin (+/- 10%) with the total workforce gender balance of 62.5% male and 37.5% female.
- In Band A (upper) the split is equitable to our total gender balance split.
- In Band D (lower) there are more females most likely explained by the higher proportion of females who opt in to our family-friendly worklife

balances policies and who choose to work part-time versus their male counterparts.

- Bands B (upper middle) the split favours females and in Band C (lower middle) we see a proportionately higher % of males in the “lower middle” group.
- Ultimately this good balance across the 4 different pay levels is aligned to LEO Pharma Dublin’s overall gender pay parity/gender neutral pay arrangements.

### **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, 2024, our negligible gender pay gap on mean hourly rate of 0.77% is a positive indication of LEO Pharma Dublin’s commitment towards being an equal opportunities employer. In addition, for 2024 we note our improvement in the mean hourly rate of pay from prior year (4.52% in 2023). In conclusion we are proud to have gender pay parity in LEO Pharma Dublin.

### References:

1. [Gender pay gap in unadjusted form 2023](#)

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