



LEO Pharma Dublin - 2025 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 requires organisations in Ireland, subject to minimum headcount numbers (currently 50+), 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 November. Any resulting gender pay gap will be then used for year-on-year comparisons into the future.

LEO Pharma Dublin 2025 Gender Pay Gap

With a workforce in excess of 50 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 2025. The reporting period is the 12-month period immediately preceding the snapshot date (01 July 2024 to 30 June 2025).

The total employee population is 385, of which 245 (64%) are males and 140 (36%) 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 -2.65% and a median GPG of -4.85%. A minus figure is favourable to females. At close to zero percent, we are proud to effectively 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 2024 was 0.77%, and the median of -3.63%. When we benchmark externally, LEO Pharma Dublin's mean GPG of minus 2.65% compares very favourably to the mean GPG nationally across Ireland which was 8.6% in 2023¹.

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 -29.09% and a median part-time GPG of -17.83%. 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 (6.5% of the 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 no temporary staff in the relevant reference period of this report.

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

The mean bonus GPG between employees in LEO Pharma Dublin is -0.28% favourable to females. 369 employees in LEO Dublin (96% of the total workforce) received a bonus payment in the reckonable period (01/07/2024 to 30/06/2025). While, we note that the gender pay gap on bonus payments is very 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

96.3% of male employees and 95% of female employees in LEO Pharma Dublin received bonus pay in the reporting period (01/07/2024 to 30/06/2025). The reason for the 16 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

1.2% of male employees and 2.1% of female employees received benefit in kind (BIK) in the 12 month reference period ending June 2025. 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 6 employees, made up of 3 males and 3 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)	61	35	63.54%	36.46%
B (upper middle)	58	38	60.42%	39.58%
C (lower middle)	64	32	66.67%	33.33%
D (lower)	62	35	63.92%	36.08%

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 (245 vs 140).
- In all 4 bands the % split between males and females aligns closely with the total workforce gender balance of 64% male and 36% female.
- In Band A (upper), C (lower middle) and D (lower) the numbers are almost equitable to our total gender balance split.
- In Band B (upper middle) the split favours females by a small margin.
- Ultimately there is a very equitable balance across the 4 different pay levels which aligns well 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, 2025, our negligible gender pay gap on mean hourly rate of -2.65% is a positive indication of LEO Pharma Dublin's commitment towards being an equal opportunities employer. In addition, for 2025 we note our improvement in the mean hourly rate of pay from prior year (0.77% in 2024). In conclusion we are proud to have gender pay parity in LEO Pharma Dublin.

References:

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

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