

Gender Pay Gap Reporting Statement 2023 (UK)

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

As an employer with a workforce of more than 250 plus in the UK on the 5th April 2022, we must comply with new statutory provisions regarding gender pay reporting. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website and will do this within one calendar year of 5th April 2022 using our HR and payroll data.

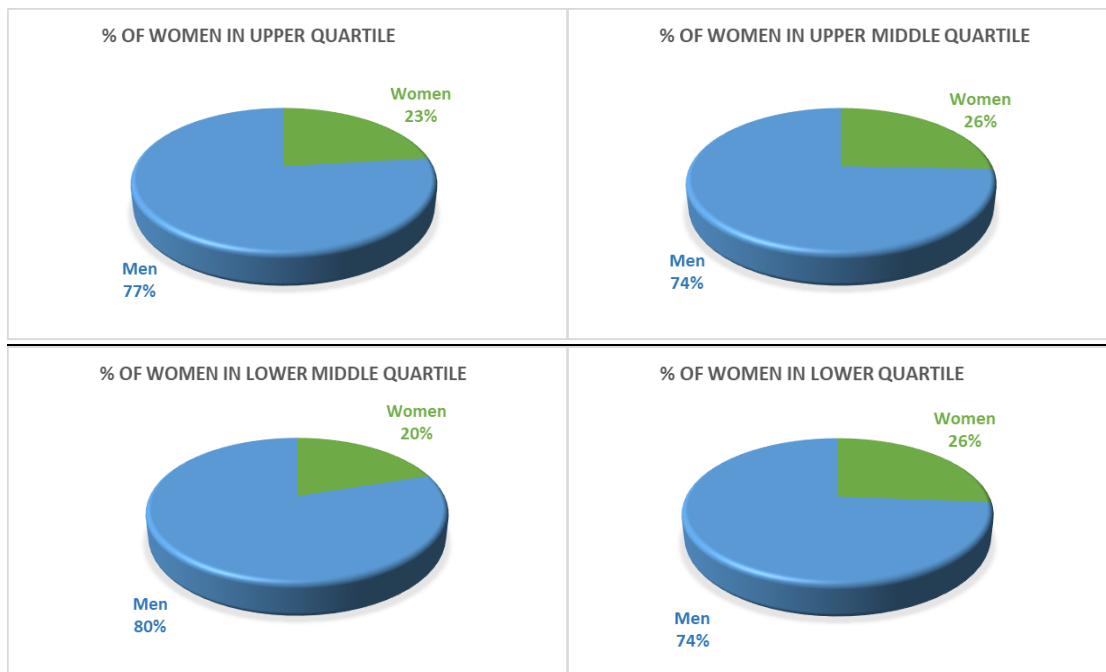
Results

Difference in Mean pay of men and women	11.5%
Difference in Median pay of men and women	7.92%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%

Proportions of Males and Females Receiving a Bonus Payment:

♂ Male	100%
♀ Female	100%

Quartiles



The above results are based on 640 employees – 486 men (76%) and 154 (24%) women.

Gender Pay Gap Reporting Statement 2024 (Ireland)

The organisation chooses Sunday 30th June 2024 as its snapshot date. Its reporting deadline is 30th December 2024. Its reporting period is 1st July 2023 to 30th June 2024.

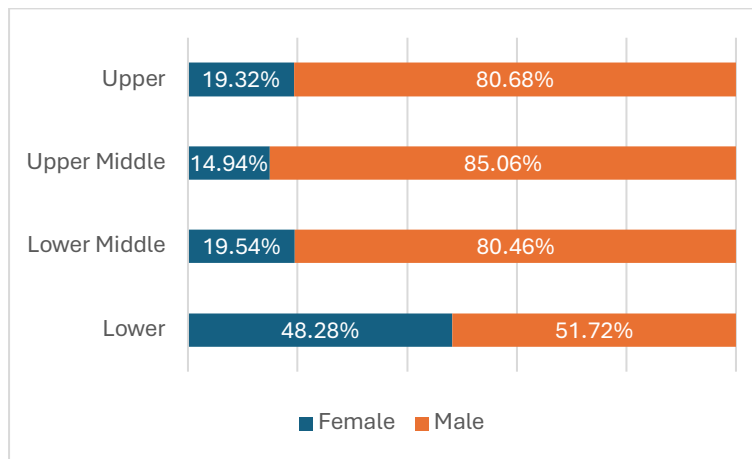
On the snapshot date, the organisation has 333 fulltime employees and 16 part-time employees. Of this number, 12 are on leave of various kinds – 2 staff are on maternity leave and 10 staff are on long term sick leave. The headcount on the snapshot date is 349 – as this is greater than 150, this organisation is obliged to report its gender pay gap in 2024.

Of the 349 employees, 89 employees are female (26%) and 260 are male (74%).

It is important to understand the distinction between the gender pay gap and equal pay. The gender pay gap is a measure of the difference between the average hourly and bonus earnings of all males and females in the business. It should not be confused with equal pay, which refers to legislation already in place in Ireland which requires organisations to pay males and females equally for performing the same or similar work or work of equal value.

Under the requirements, please see the following results that we are required to report on:

1. Mean hourly remuneration gap: 16.14%
2. Median hourly remuneration gap: 18.25%
3. Mean bonus remuneration gap: 22.29%
4. Median bonus remuneration gap: 21.70%
5. Mean hourly remuneration gap of part-time employees
 - There are no male part-time employees so this cannot be calculated
6. Median hourly remuneration gap of part-time employees
 - There are no male part-time employees so this cannot be calculated
7. Mean hourly remuneration gap of temporary contract employees: 37.02%
8. Median hourly remuneration gap of temporary contract employees: 46.79%
9. % of male employees who were paid bonus remuneration & % of female employees who were paid bonus remuneration: 97% of males were paid bonuses versus 89% of female employees
10. % of male employees who received benefits in kind & % of female employees who received benefits in kind: 95% of male employees received benefits-in-kind versus 84% of female employees
11. Percentage of males and females when divided into four quartiles ordered from lowest to highest pay



Understanding Our Gender Pay Gap Results

Overall, the results of the gender pay gap analysis show a gap in favour of male employees. There are several factors that we believe will be contributing to these results:

- **Role specialisation:** Like others in our sector, we continue to have difficulty in recruiting and engaging females into employment across some of our technical areas. Nationally there is a significant gender gap in STEM at both college and workforce levels. Sterling Pharma Ringaskiddy Ltd. moving forward want to build on STEM initiatives and use this to assist in our aim of achieving parity in his area.

 - We are currently involved in a STEM programme which involves students in Transition Year – we feel this programme will help to encourage young people especially females to pursue careers in STEM.
- **Part-Time Employees:** At Sterling Pharma Ringaskiddy Ltd. this is far greater, with 18% of all female employees working part-time, compared to no males. Whilst this does not affect the hourly gender pay gap, where both working hours and pay are taken into consideration, part-time employees typically receive lower bonuses as their bonuses are prorated to reflect the hours worked, which is not taken into consideration in the bonus gap calculations, and this, therefore, will have an impact on our gender bonus gap.
- **Bonus:** All employees are eligible for the bonus scheme – the 11% of females and 3% of males who did not receive a bonus were new starts who had joined the company past the eligibility point in the year.
- **Temporary Employees:** During the reporting period for the 2024 Gender Pay Gap Report, there were more female employees who joined past the point of bonus eligibility than there were males. This in turn has affected the hourly remuneration for temporary employees and caused a significant gap in favour of males. As mentioned above, all employees are eligible for the bonus scheme but again this is not taken into consideration in the bonus gap calculations, and, therefore, will have an impact on our gender bonus gap.
- **BIK:** Sterling Pharma Ringaskiddy Ltd. have a strong benefits offering with opportunity for all employees to opt in for our healthcare offering. Not every associate has opted in to receive the healthcare offering which is why not all employees receive a benefit-in-kind.