

Gender Pay Gap Report

2025
edition

INTRODUCTION

Servier (Ireland) Industries Ltd. Senior Leadership Team



We are delighted, once again, at Servier to publish our Gender Pay Gap report. We pride ourselves on being a people centric company with a unique company **culture**. Our culture is what brings us together and helps us to move forward. It shapes how we work, how we make decisions, how we innovate...

We are proud at our manufacturing site in Arklow to fully support this company ethos and to actively contribute in meaningful ways.

This year we launched **Culture Up** - a framework designed to help us evolve, building on our strengths to shape our future. Culture Up is an opportunity to engage teams, spark real conversations, and turn ideas into tangible change. A key pillar of our Culture is to ensure equity and inclusion at every level of our organisation.

We maintain a high level of female representation (50%) on our management team onsite. Our inclusion statement demonstrates our commitment to creating a welcoming and inclusive workplace for all employees and applicants.

We are happy this year to report a result of 6.3% which shows an improvement on last year's result. Through steady, consistent action we will continue on our Diversity & Inclusion journey and our cultural evolution in an effort to create an equitable work environment for all employees.

Let's culture up for the **future of Servier!**

What is the Gender Pay Gap?

The gender pay gap refers to the difference between what is earned on average by women and men based on the average gross hourly earnings of all paid employees.

Where a gender pay gap exists, this does not indicate discrimination or an absence of equal pay for equal work – it indicates a gender representation gap within the organisation.

The hourly pay rate is calculated on all pay elements, i.e. basic pay, shift premium, overtime and bonus. This total annual remuneration is then divided by total actual hours worked in the year to arrive at the hourly rate of pay.

In this report, we will show the gender pay gap within Servier (Ireland) Industries Ltd., under a number of different pay headings, as well as highlighting the factors influencing the gender pay gap in our organisation.



What is the difference between Gender Pay and Equal Pay?

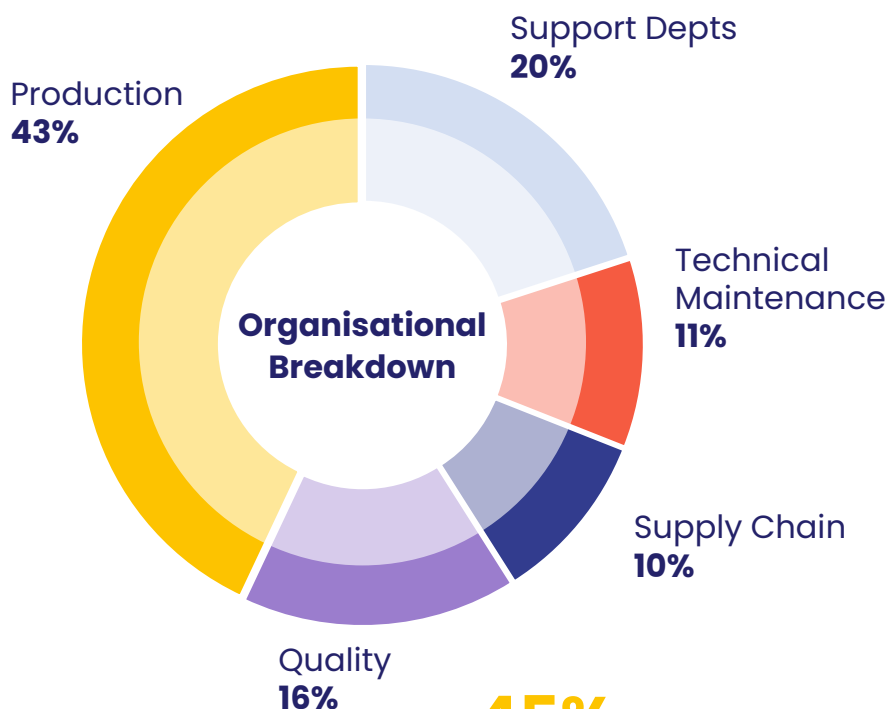
The gender pay gap measures the difference between men and women's average pay.

Equal pay, on the other hand, is the legal obligation that requires employers to give men and women equal pay if they are employed to do like work.

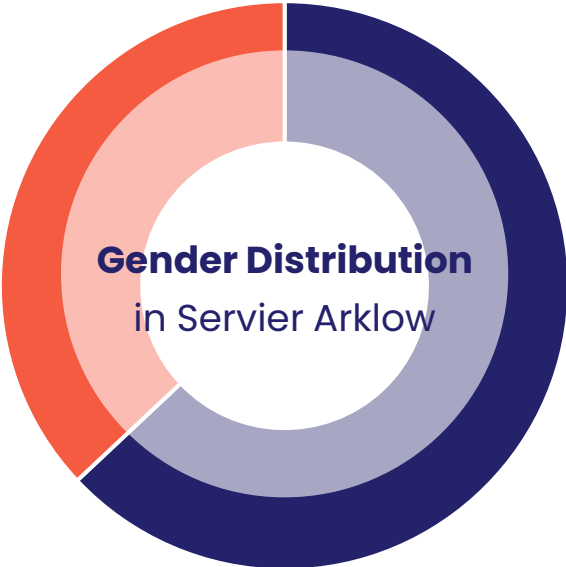
Background

Servier (Ireland) Industries Ltd. is a pharmaceutical manufacturing plant based in **Arklow**, Co Wicklow. Our manufacturing facility is operated on a shift basis spanning 24hrs, 7 days.

This report is based on a snapshot **date of 01/06/2025**. The reporting period is the 12 month period **01/06/2024 to 30/05/2025** inclusive.

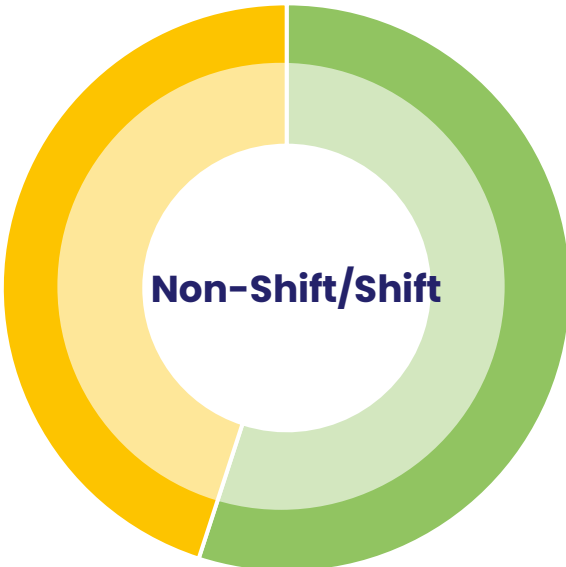


37% Female



63% Male

45% Non-Shift



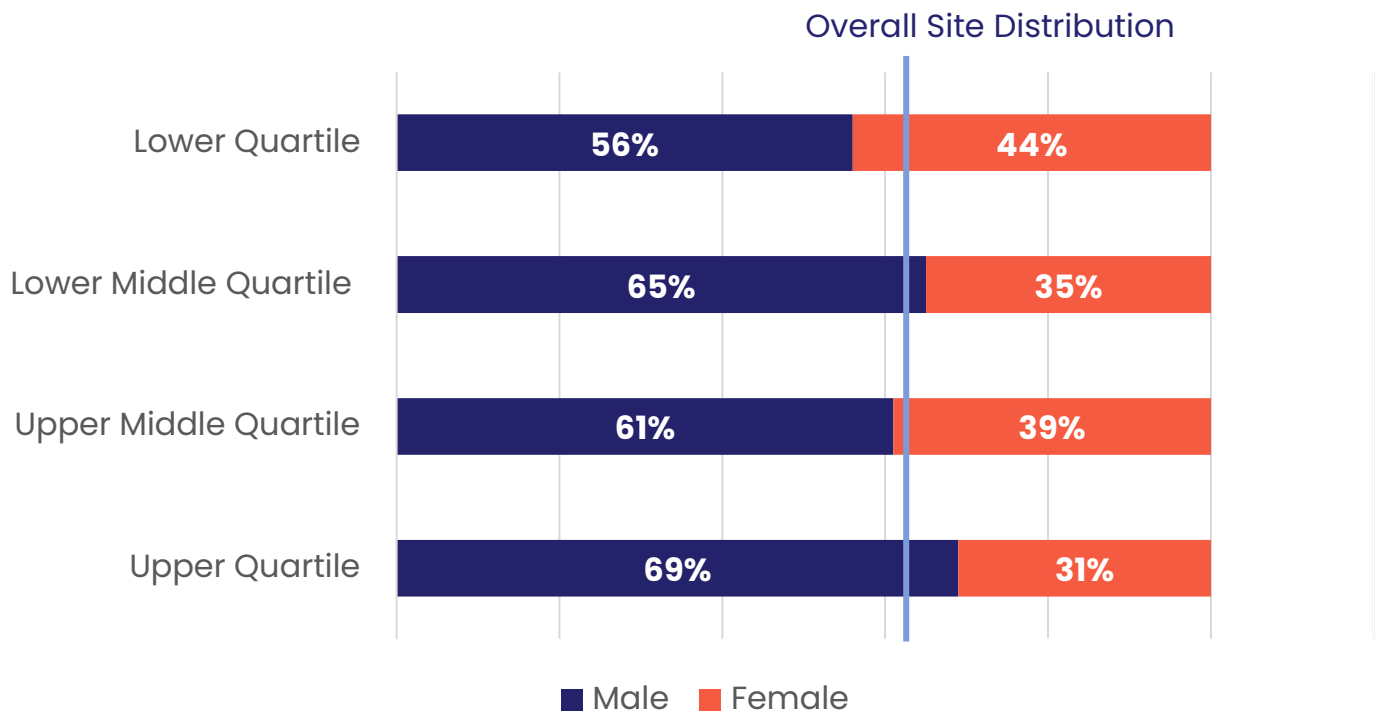
55% Shift

This report is based on a total of 469 employees of which (63%) are male and (37%) are female. 55% of personnel are working on a shift basis.

Pay Quartiles

Male/Female Representation

In order to group employees into quartile pay bands, we created a ranking of employees based on their hourly remuneration from lowest to highest. This was then divided into four even groups to show the proportions of men and women in each of these quartiles (Lower, Lower Middle, Upper Middle and Upper).



Key points to note within these quartiles:

- The Upper Quartile is made up of 51% operational shift roles and 49% non shift roles.
- There has been an increase of 5% female population in the Upper Quartile.
- In the Upper Quartile non shift roles are made up of 51% male and 49% female.
- Within the Management team in the Upper Quartile the gender distribution is 44% male and 56% female.
- 51% in the Upper Middle Quartiles are receiving shift premium in addition to basic salary.



Mean Hourly Remuneration

Mean Hourly Remuneration All Employees

The mean hourly pay rate is calculated on all pay elements, i.e. basic pay, shift premium, overtime and bonus.



€**30**.92



€**28**.98

Mean Hourly Remuneration Part Time Employees

Part time employees represent 5.3% (6 male and 19 female) of the overall headcount.



€**46**.47



€**33**.11

Mean Hourly Remuneration Temporary Employees

Temporary employees represent 8.3% (21 male and 18 female) of the overall headcount.
There was an increase in temporary contracts from last year to support business needs.



€**24**.00



€**21**.85



What is mean hourly remuneration?

The mean is the average hourly pay across each gender. This is calculated by adding together all the hourly rates of pay for each gender and then dividing the total by the number of people of that gender.

Mean Gender Pay Gap

Mean Gender Pay Gap All Employees

Due to the nature of our manufacturing business, factors influencing the gap in favour of males include:

- A higher proportion of males earning shift premium
- A higher proportion of males volunteering for overtime
- A higher proportion of males working weekend shift
- A reduction in hours worked in the female group due to voluntary family leave

6.3%

Mean Gender Pay Gap Part time Employees

Part time employees represent 5.3% (6 male and 19 female) of the overall headcount.



28.8%

Mean Gender Pay Gap Temporary Employees

Temporary employees represent 8.3% (21 male and 18 female) of the overall headcount.

There was an increase in temporary contracts from last year to support business needs.



9%



What is the mean gender pay gap?

The mean gender pay gap is the difference in the average hourly rate of pay of men and women expressed as a percentage.

The Mean Gender Pay Gap is 0.7% lower than last year – a contributing factor has been the 5% increase in female population in the upper quartile.

Median Gender Pay Gap

Median Gender Pay Gap All Employees

Here, the gap is in favour of the male group, where the mid point hourly rate of the male group is marginally above the mid point hourly rate of the female group.



€**27**.05



€**26**.15

3.3%

Median Gender Pay Gap Part Time Employees

Part time employees represent 5.3% (6 male and 19 female) of the overall headcount. The figure indicates a gap in favour of the male part time group.



€**43.73**



€**31**.65

27.6%

Median Gender Pay Gap Temporary Employees

Temporary employees represent 8.3% (21 male and 18 female) of the overall headcount. The figure indicates a gap in favour of the female temporary group.



€**20**.26



€**21**.61

-6.7%



What is the median pay gap?

The median pay gap is reached by finding the exact mid point between the lowest and highest hourly pay rate for the male group and the lowest and highest hourly pay rate for the female group and then calculating the pay gap as a percentage.

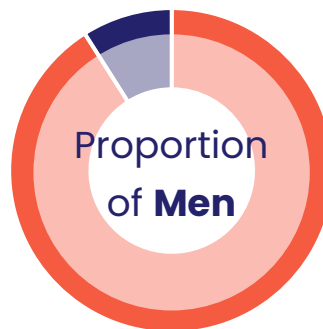
Bonus Attribution

Proportion receiving Bonus

100% of eligible male and female employees received a bonus in the period 01/06/2024 to 30/05/2025

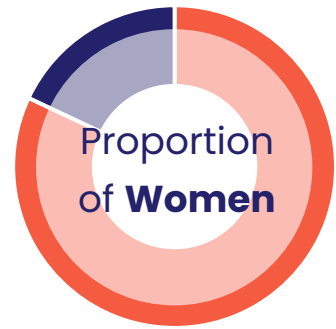
Only those employed after the date of the relevant financial year to which the bonus applied, i.e. 01/10/2023 to 30/09/2024, did not receive a bonus

9% No



91% Yes

18% No

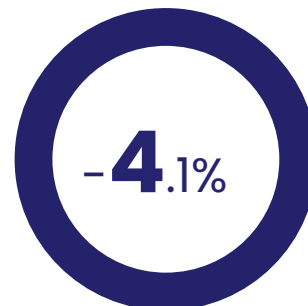


82% Yes

Mean Bonus Gap

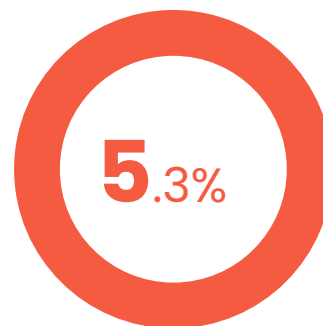
It is important to state that male and female employees are entitled to the same bonus structure applicable to their role.

The minus percentage value indicates a gap in favour of females.



Median Bonus Gap

The percentage value indicates a gap in favour of males.



What is the Mean Bonus Gap?

The mean bonus gap is the difference in the average bonus of men and women expressed as a percentage.

What is the Median Bonus Gap?

The median bonus gap is reached by finding the exact mid point between the lowest and highest bonus for the male group and the lowest and highest bonus for the female group and then calculating the bonus gap as a percentage.

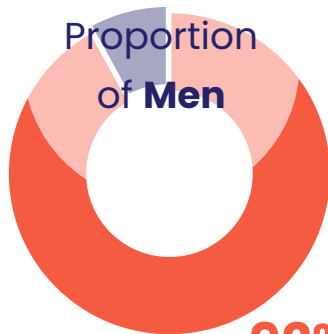
Benefit in Kind

Benefit in Kind refers in particular to medical insurance paid by the Company.

All employees are entitled to medical insurance for themselves and their immediate family.

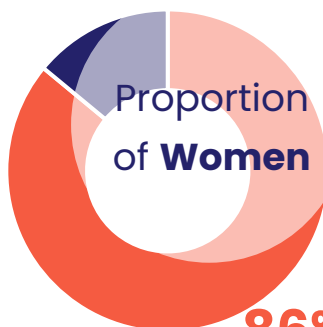
However, a small number of people, and in this case more females than males, have opted not to take paid medical insurance cover. We also had a number of internships/students who commenced with us and fell into the timeframe of the gender pay gap who would not be entitled to medical insurance.

8% No

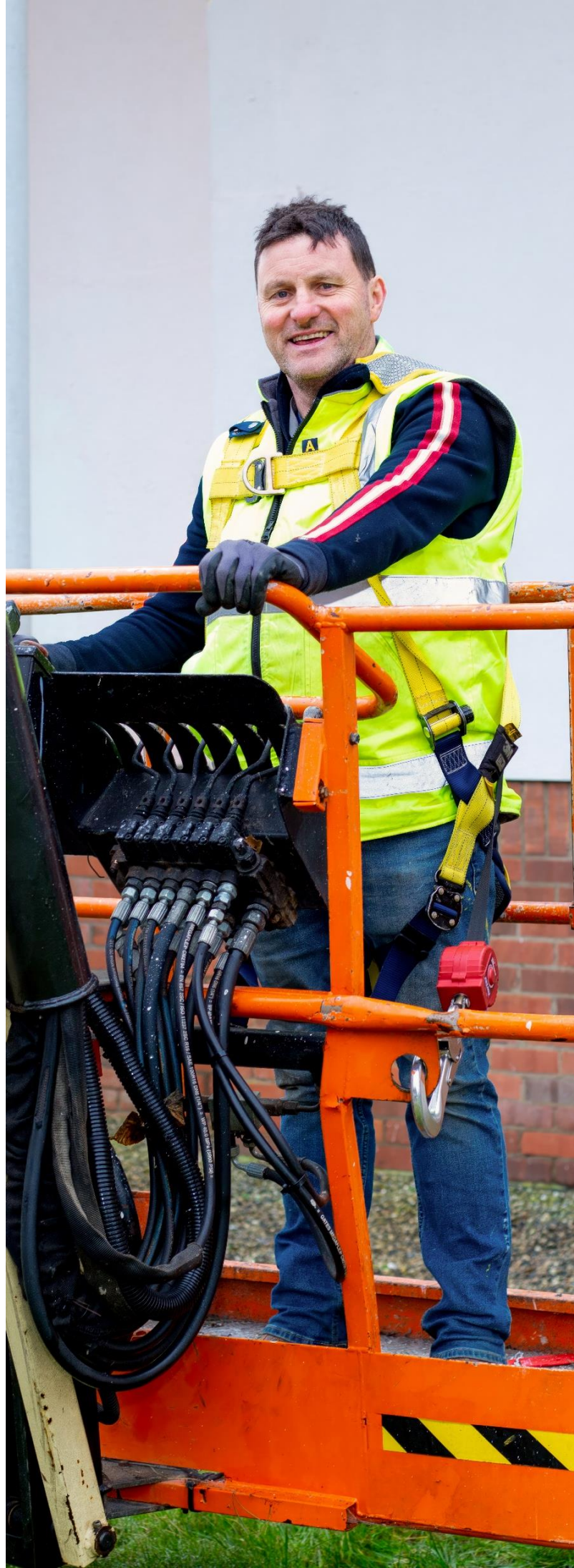


92% Yes

14% No



86% Yes



Our Actions

> Diversity and Inclusion

- Support a minimum of 30% gender balance at Senior Leadership level, which is currently at 44%
- Completed our first annual all staff diversity survey
- Published our Neurodiversity Policy
- Launched our Inclusion statement
- Ongoing neurodiversity awareness campaign

> Recruit and Retain

- Support future talent through our Servier apprenticeships, internships and placements
- Encourage future careers in STEM through educational sessions and programmes we have in place with local schools
- Promote women in STEM via our link with schools and third level institutions
- Provide equal opportunities during our recruitment and selection process and for all promotion opportunities



Our Actions

> Health & Wellbeing

- Completed year one of a three year programme rolling out Mental Health First Aid training to our Manager/Supervisor group
- Continued to work with our partners to provide staff with health-related checks and wellbeing support
- Through our partners, we shared information and advice to promote health, wellness and career

> Engage

- People are at the heart of what we do in Servier. We will continue to work on our engagement strategy to ensure a fair and equitable working environment for all employees.
- This year we launched '**Culture Up**' – a framework designed to help us evolve by building on our strengths to shape our culture.





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