

Guerbet Ireland
Gender Pay Gap Report

2025



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Introduction

Guerbet acknowledges the value of diversity and gender parity in the workplace. We are dedicated to promoting gender equity and building a working environment where everyone has equal opportunities to succeed. Our organisation is committed to fostering an inclusive, equal, and diverse workforce, and to closing the gender pay gap (GPG). This report provides a transparent overview of our gender pay gap and the actions we are taking to address it, highlighting our progress towards achieving greater equality.

The provision of equal pay between men and women is a key policy priority. In response, the Government enacted the Gender Pay Gap Information Act in July 2021. From 2025 onwards, all organisations in Ireland with over 50 employees are required to report annually on their gender pay gap.

This report represents our organisation's first formal GPG disclosure, based on data for the 2025 reporting period. It provides a baseline from which we will measure future progress.

The Gender Pay Gap Information Act 2021 introduced the statutory framework for gender pay gap reporting in Ireland and requires organisations to disclose data on their hourly GPG.

Organisations subject to the legislation must select a "snapshot" date in the month of June to base their reporting. Our chosen snapshot date is 1st June 2025. A headcount of all employees on this date was carried out, and gender pay information was calculated based on the remuneration of those employees between 1st June 2024 and 1st June 2025.

On the snapshot date, our organisation had:

Total Employees

132

Male Employees

98

▲ 64

Female Employees

34

▼ 64

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This report presents both our employment profile, and our gender pay gap profile for the relevant reporting period. For Pay Gap, our organisation had:

Mean Salary Gap	Mean Hourly Gap	Mean Bonus Gap
8.1 %	-0.9 %	-1.3 %

This report explores the contributing factors to the pay gap and outlines the measures we are taking to reduce it overtime.

Definitions

Gender Pay Gap (GPG): The gender pay gap is usually represented as the average difference in gross hourly earnings of men and women, expressed as a percentage of men's average gross hourly earnings. A positive gender pay gap indicates that, on average across the employed population, women are in a less favourable position than men. Where the gender pay gap is negative, this indicates the reverse - that, on average, men are in a less favourable position than women.

- **Relevant date:** means the date, in the month of June each year that is selected by a relevant employer for the purposes of the report.
- **Relevant employee:** means a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the relevant employer on the snapshot date.
- **Relevant employer:** means an employer with over 50 employees on the snapshot date.
- **Relevant pay period:** means the period of 12 months ending on the snapshot date.
- **Shift premium pay:** means the difference between basic pay and any higher rate paid by the employer for work during different times of the day or night.
- **Working hours:** means the hours when a relevant employee is available, or required to be available, at or near his or her place of employment for the purposes of working, but does not include the hours when the relevant employee is asleep, notwithstanding that the relevant employee, by arrangement, sleeps at or near his or her place of employment and the

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relevant employer provides suitable sleeping facilities for that relevant employee.

- **Employee Hourly Rate:** The hourly remuneration of an employee is calculated by dividing the employees' total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leave such as maternity / paternity / parents leave.
- **Mean Hourly GPG:** The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation.
- **Median Hourly GPG:** The median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.
- **Quartiles:** Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time employees or for temporary employees.
- **Snapshot Date:** Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.
- **Equal pay:** The principle of equal pay does not mean that all workers must be paid equally; it means that any pay differences must be based on objective criteria, not related to gender.
- **Ordinary pay:** means the following types of remuneration, payable to a relevant employee, before any statutory deductions are made –

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- a) Basic pay,
- b) Allowances,
- c) Pay for piece-work,
- d) Shift premium pay, or
- e) Overtime pay,
- f) Pay for sick leave,
- g) Any salary top-ups for statutory leaves like maternity leave/paternity leave/parent's leave/adoptive leave,
- h) Pay for gardening leave.

But does not include -

- a) Remuneration referable to redundancy or termination of employment,
or
 - b) Remuneration other than money
- **Part-time working:** A part-time employee in Ireland is defined in law as an employee whose normal hours of work are less than the normal hours of work of an employee who is a comparable employee. For this paper anyone whose full-time employment status (FTE) is less than one is assumed to be working part-time. Part-time does not include anyone who is on or has taken unpaid leave during the reporting period, for example parental leave.

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Source of Data

The data for this report was provided by the organisations payroll system. The payroll data is sourced through our payroll provider. This information is commercially sensitive and therefore not publicly available in this report.

Adjustments and approximations

Our figures have been calculated with a reference date of 1st June, 2025 where we had a total headcount of 132 employees 98 (74.2%) were male and 34 (25.8%) were female.

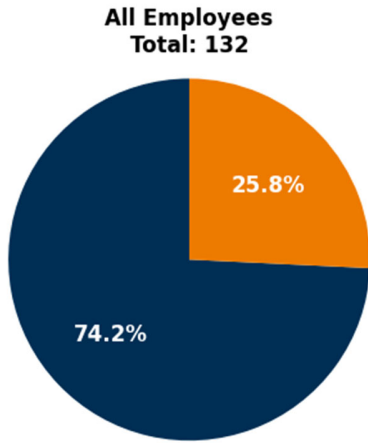
The employee breakdown is the source of the report's metrics, which show the percentage of male and female employees on the snapshot date.

- Employees on unpaid leave, such as career breaks (i.e. employees who are on career breaks for over 12 months), who have received no pay during the reporting period are included in the headcount, but not included in the report.
- Employees on sick leave are included in the report.

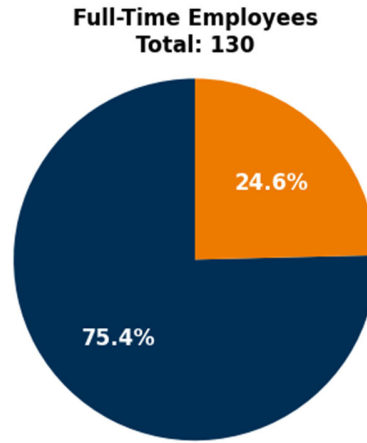
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Employment Profile

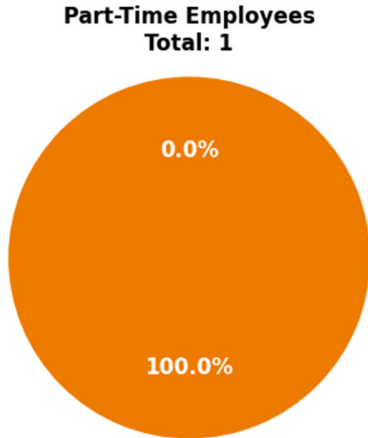
On 1st June 2025 there were 132 employees in Guerbet.



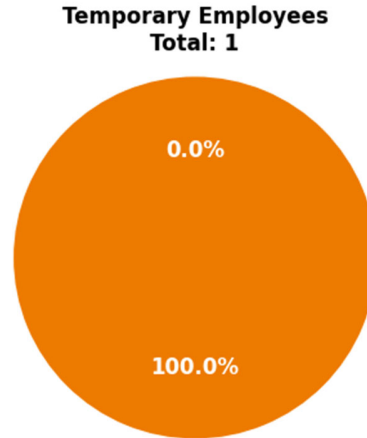
Male Female



Male Female



Male Female



Male Female

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Gender Pay Gap Profile

The GPG is the difference in the average hourly wage of males and females across a workforce. It does not take into account any other factors (for example, years of service, grade or any period of statutory leave).

How to read the differences:

1. Negative (-) figures show when a man is paid less than a woman
2. Positive (+) figures show when a man is paid more than a woman

Salary Comparison

(Full-time employees including overtime per annum)

Mean Pay Gap	8.8 %
Median Pay Gap	14.8 %

Hourly Remuneration

The differences in the **mean** and **median** hourly pay between males and females

(Full-time employees including overtime, bonus pay, and employer contribution per hour)

Mean Pay Gap	-0.9 %
Median Pay Gap	4.0 %

Bonus Comparison

(All employees per annum)

Mean Pay Gap	-1.3 %
Median Pay Gap	13.0 %

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Bonuses & Benefits in Kind Received

(All employees per annum)

Employees Receiving Bonuses Gap	-4.3 %
Employees Receiving Benefits in Kind Gap	5.5 %

The Gender Pay Gap Information Act 2021 requires organisations to provide the *Mean Gender Pay Gap %* and the *Median Gender Pay Gap %* across three different categories:

- All Employees
- Part-Time Employees
- Temporary Employees

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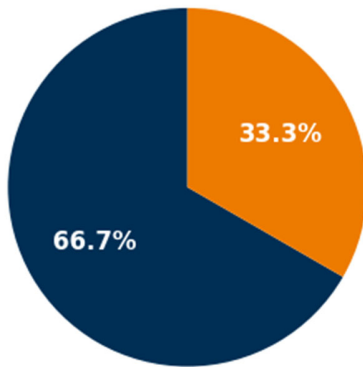
Gender Breakdown by Quartile

This shows the company's gender distribution across a range of hourly pay rates split into four quartiles. It is calculated by listing pay rates for each employee captured in the reporting data from lowest to highest.

The list is then split into four equal-sized groups with the proportion of male (Navy) and female (Orange) full-time employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time or temporary employees.

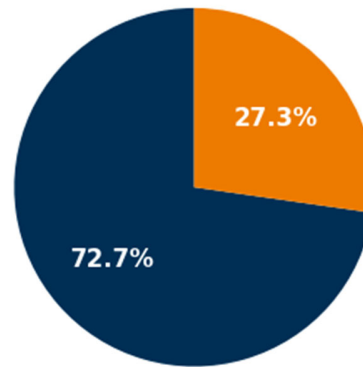
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Lower



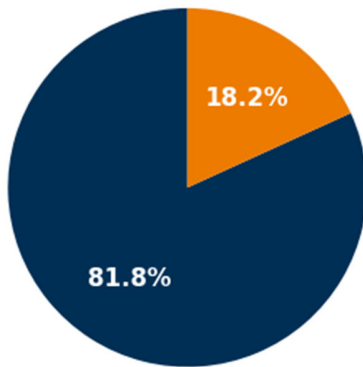
Male Female

Lower Middle



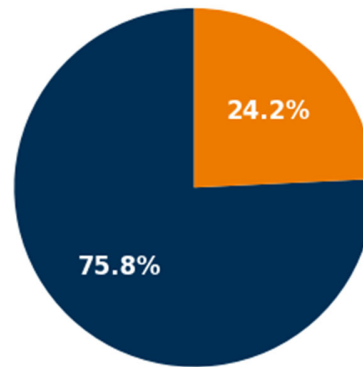
Male Female

Upper Middle



Male Female

Upper



Male Female

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Understanding the results

Hourly Remuneration is calculated by dividing the Employees total ordinary pay and bonus payments in the last 12 months by the hours worked for that period.

Ordinary pay is based on normal salary, any allowances, shift payments, pay for sick leave and any top-ups for statutory leave, such as maternity or parental leave and all bonus payments and benefit-in-kind.

Bonus Comparison refers to the gap between men and women on the value of all bonus items taken together.

Bonuses Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value. For example Health Insurance is offered to all Guerbet colleagues. The percentage reflects the level of take up of such benefits. It should be noted that Guerbet colleagues also benefit from pension provision, however, under the Irish Legislation definition pension is not a Benefit in Kind and we have therefore not included it within these figures.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the lower middle quartile and the upper middle quartile.

Analysis

We welcome the opportunity to report on our gender pay gap as part of our ongoing commitment to transparency and inclusion. The data reflects the current structure of our organisation, including the roles and seniority levels held by employees across different functions.

While the figures highlight some areas for consideration, we are satisfied that our

pay practices are aligned with our policies and values. We will continue to monitor developments in this area and remain open to identifying further opportunities to support equality in the workplace.

There are a number of reasons that contribute to our pay gap with the main reasons being:

1. We employ a larger proportion of males than females, across all quartiles.
2. Traditionally, the pharmaceutical sector for some functions such as manufacturing and engineering tend to have more males than females.
3. Manufacturing also operates shift working and overtime giving these roles the opportunity to earn additional pay pushing them into the higher pay quartiles.
4. Employees who currently work part time hours or who availed of longer unpaid leave periods are typically female, which is reflected in the mean and hourly pay figures. More female employees avail of extended periods of leave which attribute to societal factors in that caring responsibilities by and large still tend to rest with females.
5. Our temporary contract roles, are predominantly made up of early career professional positions including interns and student placements. The temporary employees falling into the higher pay quartiles are those temporary manufacturing employees working shifts.

We are proud of the diversity we have at the top of our organisation with the current male / female representation ratio.

Gender Pay Gap Action Plan

We view the gender pay gap not simply as a matter of reporting numbers, but as a meaningful opportunity to continue our journey toward greater equity. Through our ongoing 'gender lens' approach, we remain committed to identifying and addressing the underlying factors contributing to pay disparities, and to implementing actions that support all employees in their career progression and wellbeing.

1. Supporting Employee Development and Inclusion

We continue to invest in initiatives that foster an inclusive and supportive workplace, including:

- Mentoring and career development programs
- Flexible working arrangements
- Wellness initiatives
- Transparent and equitable reward processes

These measures are designed to ensure that all employees, regardless of gender, have access to opportunities for growth and recognition.

2. Performance Management and Reward

We regularly monitor performance management and reward data to ensure fairness and transparency. Our incentive programs are reviewed to ensure they are progressive and aligned with our values and motivating all colleagues equitably.

3. Talent Acquisition

Our analysis has highlighted a lower volume of female applicants for operational and engineering roles. In response, we

- Review recruitment processes and job advertisement language
- Ensure inclusive hiring practices at all levels
- Ensure our interview panels have a good mix of genders
- Participation in school and third level STEM activities to encourage increased uptake of females in STEM subjects / careers.

Conclusion

Through our actions and through shared learning on relevant initiatives being promoted across the organisation, Guerbet intends to continue to implement appropriate actions to assist in addressing the gender pay gap.

Guerbet looks forward to working with its employees on these issues in the time ahead.