

# Our 2024 Gender Pay Gap Report

## PCI Pharma Services Dublin Ireland

We are an employer who welcomes the opportunity to carry out Gender Pay Reporting under the Gender Pay Gap Information Act 2021.

**We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap.**

The gender pay gap is the difference between the average pay and bonus of men and women shown as a percentage. The gap is calculated across the entire workforce.

We can use these results to assess:

- The levels of gender equality in our workplace.
- The balance of male and female employees at different levels.

On 30<sup>th</sup> June 2024, we had 474 employees in our organisation, 61% of employees were female and 39% of employees were male.

We are committed to reducing and subsequently closing any identified gender pay disparity. This commitment however is made in line with our understanding that a period of time and exploration of a number of different actions may be needed in order to achieve this aim.

### Gender Pay Gap and Equal Pay are different

It is important to note that the Gender Pay Gap is different to Equal Pay.

**Equal Pay** is the pay difference between men and women who carry out the same or similar jobs. We are confident that men and women are paid equally for doing equivalent jobs across our organisation and there are no differences in starting pay.

**Gender Pay Gap** is a measure of the difference between men and women's average earnings across an organisation. It does not look at the specific jobs that each person is carrying out.

## Gender Pay and Bonus Gap

The table below shows our overall mean (average) and median (middle) gender pay gap based on the hourly rate of pay between men and women at the snapshot date of 30<sup>th</sup> June 2024.

The table also shows the mean and median differences between bonus payments made to men and women in the year up to 30<sup>TH</sup> June 2024.

Difference between men and women, reported as a percentage of men's pay		
2024	Mean	Median
Hourly fixed pay	17%	13%
Bonus paid	22%	0%

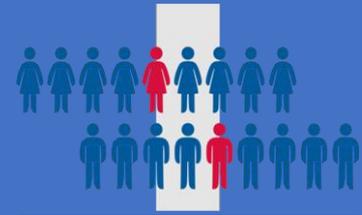
There is a 13% difference between the **median hourly rate** which can be attributed to the ratio of male to female workers within the business. There is no difference in the **median bonus** paid for male and female colleagues in 2024. This shows PCI is taking the gender pay gap seriously.

The gap in the **mean hourly pay rate** and **mean bonus** paid reflects the wide range of jobs available and includes those working at corporate levels across our organisation.

These figures are based on full-pay relevant employees, therefore any colleagues who were absent on the snapshot date and did not receive full pay due to sickness, maternity leave etc. have been excluded.

### Mean and Median

If all employees were lined up by male and female, in order of pay from the highest to the lowest, the **median gender pay gap** compares the pay of the female in the **middle** to the pay of the male in the middle.



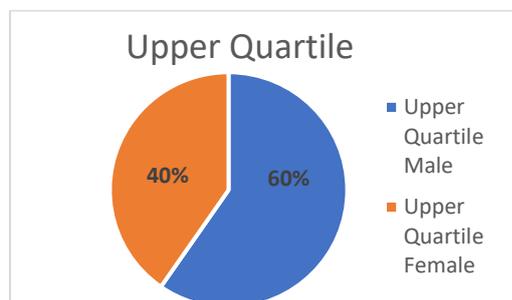
The **mean gender pay gap** shows the difference in the **average** hourly rate of pay between men and women i.e. the total pay of all men, divided by the number of men, compared to women on the same basis.

## Gender Pay across Four Quartiles

The information below illustrates the gender pay gap across four quartiles. We can use these results to assess the levels of gender equality in our workplace and the balance of male and female employees at different levels.

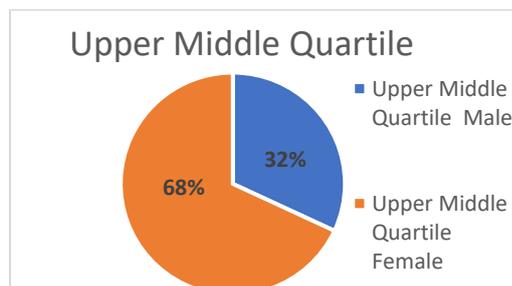
### How are pay quartiles calculated?

The quartiles analysis ranks men and women from the lowest to highest earners. This is then divided into four even groups to show the proportions of men and women in each of these four earning groups.



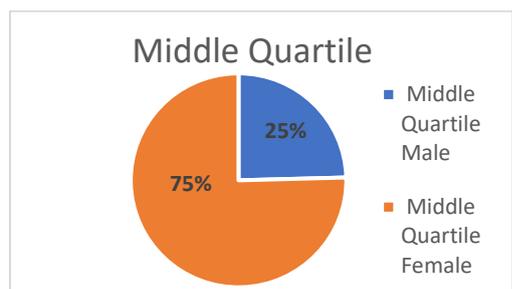
#### **Upper Pay Quartile, based on 71 Men and 48 Women**

The Upper pay quartile represents a 20% difference between the genders, this is reflective of male to female ratio at senior level



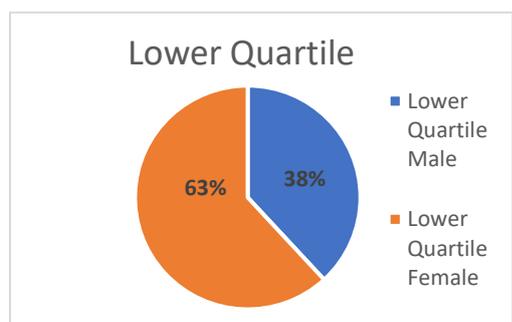
#### **Upper Middle Quartile – based on 38 Men and 81 Women**

As we move into this quartile the gap in the balance of men and women begins to widen.



#### **Middle Quartile – based on 29 Men and 89 Women**

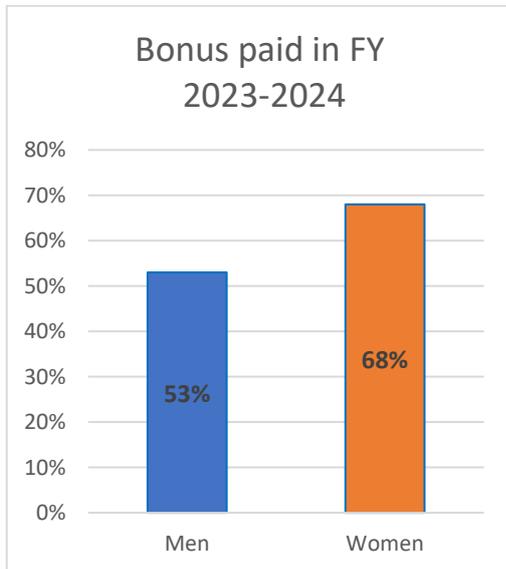
As the pay rate begins to decrease you can clearly see a higher percentage of women are in this group in relation to men.



#### **Lower Pay Quartile - based on 45 Men and 73 Women**

There is a higher percentage of women in this quartile, there is a clear visual from the upper quartile to the lower. This can also be connected to the ratio of women to men in the business (women 63% men 38%)

## **Bonus Information 2024**



### **Proportion of men and women receiving a bonus in a year**

100% of eligible men and women received a bonus during the period between 30th June 2023 and 30th June 2024

Those who did not receive a bonus were employed after the bonus payment date for the relevant financial year (Aug 2023) in which the bonus fell and were therefore not entitled to a bonus at that time. This is primarily due to a significant increase in headcount between April 1, 2023, and June 30, 2024.

We already have policies in place to support both women and men with caring responsibilities and encourage return to work after maternity leave. Where roles permit, we support flexible working requests to enable our workforce to balance work and personal lives as best suits them. We are committed to an environment where all colleagues are included and have an opportunity to develop their careers.

I confirm the data reported is accurate.