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GENDER PAY GAP REPORT

2023

A Message from the CEO

“

At Chanelle Pharma, we cultivate a culture of diversity, inclusion, and equality, and provide the tools to power people’s progress, across the Chanelle family and our wider community.

Our people are the soul and personality of Channelle and the foundation that our company was built upon that continues to drive us forward.

”

Michael H Burke
Chairman & Chief Executive Officer (CEO)

Understanding the Data

In July 2021 the Irish Government signed into law a new set of regulations that require all organizations with at least 250 Ireland-based employees to analyse and publish their gender pay gap on an annual basis beginning in 2022. Chanelle is reporting on its Irish operations in Ireland.

Understanding the difference between Equal Pay and Gender Pay

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 and are not factors considered in the new Gender Pay Gap legislation. At Chanelle, we conduct regular gender pay analyses and committed to being an equal opportunities employer.

What we are reporting on is an analysis based of a 'snapshot' date of our pay on 22nd June 2023. All Pay and Bonuses looked at for this analysis cover the full year leading up to the snapshot date (June 2022 – June 2023) to cover:

1. Mean hourly remuneration gap
2. Median hourly remuneration gap
3. Mean bonus remuneration gap
4. Median bonus remuneration gap
5. % of male employees who were paid bonus remuneration &
   % of female employees who were paid bonus remuneration
6. % of male employees who received benefits in kind &
   % of female employees who received benefits in kind
7. Percentage of males and females when divided into four quartiles ordered from lowest to highest pay
   - Lower remuneration quartile pay band
   - Lower middle remuneration quartile pay band
   - Upper middle remuneration quartile pay band
   - Upper remuneration quartile pay band

The mean gender pay gap is the difference between women's mean hourly wage and men's mean hourly wage. The mean hourly wage is the average hourly wage across the entire organisation.

The median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man). The median hourly wage is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle.

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.

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Summary of results

GENDER BREAKDOWN

59% Men

41% Women

PAY AND BONUS GAPS

	Mean	Median
Gender Pay Gap	20% in favour of men	19% in favour of men
Bonus Pay Gap	3% in favour of men	

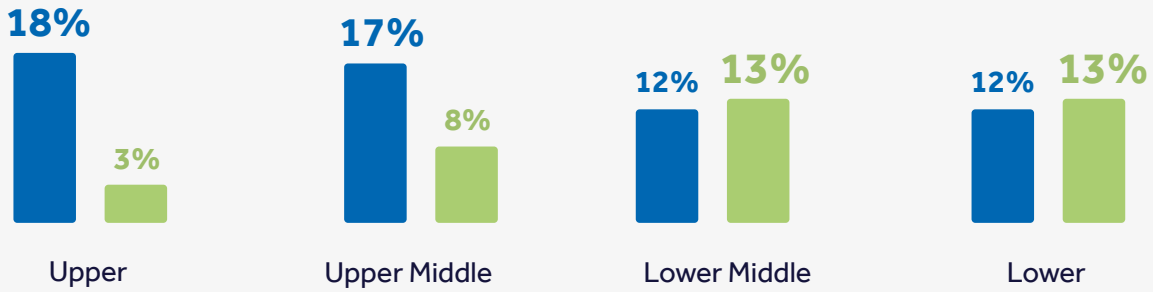
UNDERSTANDING OUR GENDER PAY GAP

There are a number of things to be borne in mind when evaluating our pay gap report:

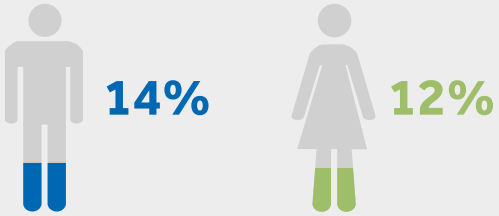
1 Historically, certain areas of the pharmaceutical industry are male-dominated. Functions such as manufacturing and engineering tend to have more males than females.

2 Migrating multiple payroll systems with HR data into one digital platform has streamlined information and generates more accurate reports.

PAY QUARTILES



PROPORTION OF BONUS RECEIVED



PROPORTION OF BENEFIT IN KIND

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Message From Kara Walsh – Chief People Officer

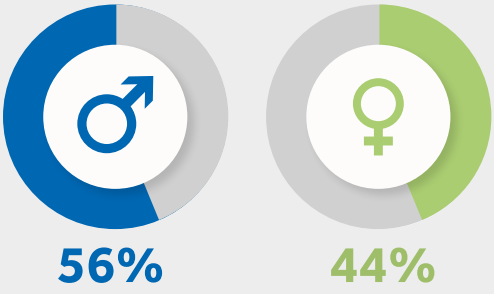
At Chanelle Pharma, we celebrate diversity and inclusion, and support wellbeing across the Chanelle family. We encourage employees to develop their careers and reach their potential. Our second year of gender pay reporting has again given us the opportunity to reflect on our progress. It propels us further towards greater transparency and our goal of reducing the gender pay gap.

Our total employee population increased for 2023 by 4%. While improvements have been achieved, our gender pay gap results show an increase in our pay and bonus gaps in favour of men.

In last year's report we committed to three key areas:

1. Adopt a gender-balanced recruitment programme in areas that have tended to be male-dominated.

NEW HIRES BY GENDER

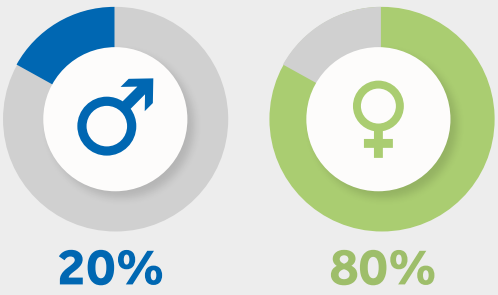


In 2023, we continued to try to ensure gender balance in our recruitment. Overall, our positions were filled as follows: 56% male and 44% female. We championed internal promotion as part of our Employee Value Proposition (54% of internal hires were male and 46% were females).

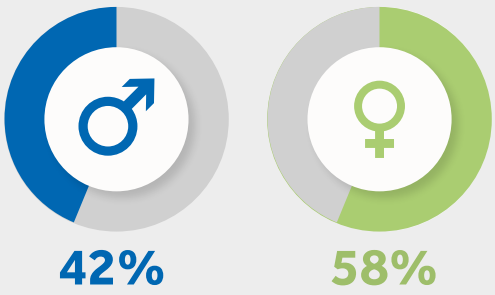
We have made significant headway in not only closing the gender gap but also exceeding it across certain job levels such as leadership and professional roles.

We also saw progress in the number of hires recruited into management with females taking up 36% of such positions while 24% of non-professional roles were filled with females.

LEADERSHIP HIRES



PROFESSIONAL HIRES

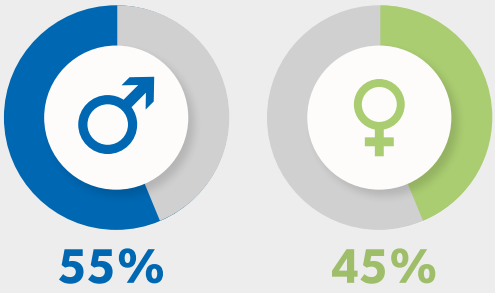


2. Support and invest in the professional development of all our employees.

Chanelle has invested significantly in our professional development programme for our employees. We help our people to evolve in their careers and look at this as a long-term investment in our talent pool.

At every level, we encourage continuous professional development through our various internal and external programmes. To date, we have increased our professional learning and development programmes by more than 50%. We actively support and encourage both local and global mobility within the company, enabling our employees to progress their careers within and across various functions and disciplines.

EXTERNAL TRAINING CPD GENDER BREAKDOWN

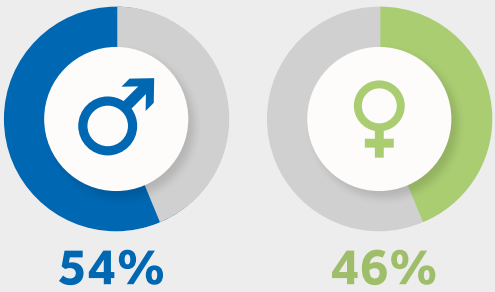


At every level we encourage continue professional development, with internal academy programmes to scale up our expertise – technical, scientific, or commercial – available to those who need it. Chanelle Academy is currently providing Training and facilitation in Coaching and Training in bite sized Coaching skills for Managers as part of our Aspiring and Essentials Leading in a Hybrid World Programme.

3. Continue to support employees through further education.

We are working with our university and apprenticeship partners to ensure we adopt a gender-based recruitment approach resulting in 46% of work placements being females hires and 54% male.

STUDENT PLACEMENTS

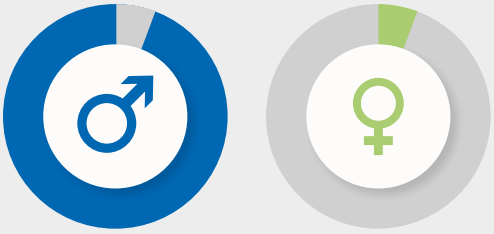


In the departments which are predominantly male-dominated due to the nature of the work, we have worked in partnership with our hiring managers to eliminate bias and identify roles that can be done by any gender. This has resulted in an increase in female hires in the areas of Production (37%), Engineering (15%) and Warehousing (6%).

TOTAL PRODUCTION HIRES BY GENDER

TOTAL ENGINEERING HIRES BY GENDER

WAREHOUSE HIRES BY GENDER



Conclusion

At Chanelle, we believe in creating a culture that empowers our colleagues to achieve their potential and bring their whole selves to work every day. Our commitment to being an inclusive and fair company is embedded at the core of our culture. It lives in our values, is shared among employees and is at the heart of our business.

Chanelle's priority is to build a workforce of leaders equally made up of men and women. The extent to which this gender balance permeates all levels is crucial to our success. We offer a catalogue of educational tools and development programmes to make this a reality.

Simply, we ensure all men and women working at Chanelle have a fair and equal opportunity to fulfil their potential and contribute to making a positive impact in our company. The goal is the same remuneration for everyone at the same level – regardless of gender.

DECLARATION

I confirm that the information and data reported is accurate as of the snapshot day 22nd June 2023.

K. Walsh

Kara Walsh
Chief People Officer

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