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GENDER PAY GAP REPORT 2024

At Chanelle Pharma, we are committed to fostering an inclusive workplace where everyone has equal opportunities to thrive. Our Gender Pay Gap Report outlines our progress and highlights the steps we are taking to close the gap, ensuring a more equitable future for all employees.

GENDER BREAKDOWN

Female: 39%
Male: 61%

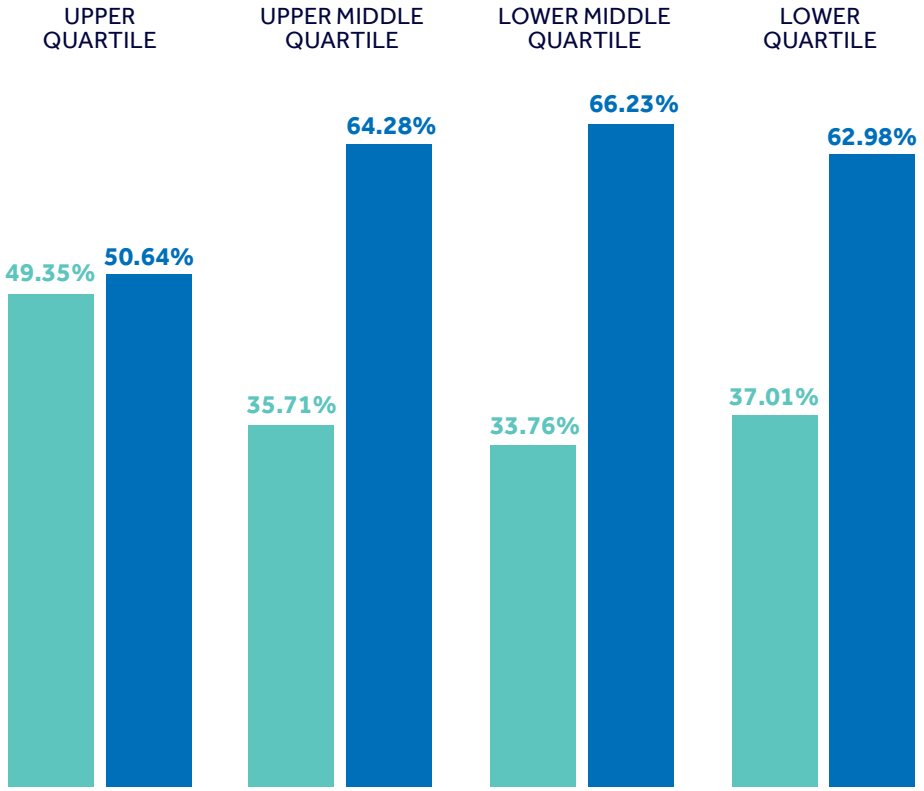
GENDER PAY GAP

MEAN	MEDIAN
1.7%	**5.89%**
in favour of male	in favour of male

BONUS PAY GAP

3% in favour of male

PROPORTION OF MALES AND FEMALES BY PAY QUARTER



* 2024 quartile calculations are based on each quartile being 100%

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KEY DRIVERS OF OUR GENDER PAY GAP

Manufacturing Roles

A significant portion of our workforce in Ireland is in manufacturing, which includes shift work and overtime opportunities. These roles, typically filled by male employees, contribute to the pay gap.

Upper Quartile Representation

The pay gap in the upper quartile is nearly balanced, highlighting the need for continued improvements in the other pay quartiles.

Data

Consolidating several payroll systems into two and enhancing HR data points has improved report accuracy. The new payroll provider and system, set to automate results next year, will further boost report precision.

ACTIONS TO ADDRESS OUR GENDER PAY GAP

We've seen shifts in female representation across all quartiles this year. While these changes haven't significantly impacted our overall gaps, we're confident that our partnership with Investors in Diversity, alongside fostering an inclusive culture, will drive progress over time.

LOCAL INITIATIVES

Fostering a Culture Where All Employees Thrive

We prioritise initiatives like mentorship programs, leadership training, and employee resource groups to ensure every team member feels valued and empowered to reach their full potential.

Grow & Retain:

We drive growth and retention by offering career progression support, mentoring, and opportunities through educational partnerships. We develop future talent through apprenticeships, internships, and graduate programs while collaborating with experts for continuous growth.

Graduate Programme:

Our inaugural Chanelle Pharma Graduate Programme was established this year, with 50% of new graduates being female. We anticipate a strong demand for next year's programme to ensure we grown our talent and diverse pipeline.

Inclusive Recruitment:

Our Recruitment and Equal Employment Opportunity policies ensure fair and equitable hiring practices, reinforcing our commitment to diversity.

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