CHANELLE PHARMA
GENDER PAY GAP REPORT 2025

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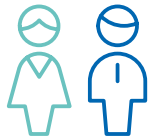


At Chanelle Pharma, we are committed to fostering an inclusive workplace where everyone has equal opportunities to thrive.

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.

OUR GENDER PAY GAP RESULTS

2025

GENDER BREAKDOWN

Female: 39%
Male: 61%

GENDER PAY GAP

MEAN

6.22%

due to more men in senior roles and higher bonuses

MEDIAN

3.32%

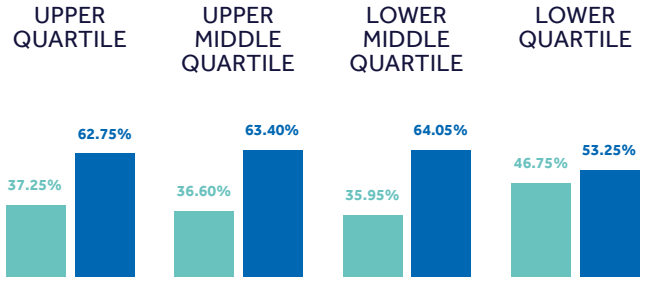
showing typical female pay is closer to male pay.

BONUS PAY GAP

5.3%
in favour of male

(up from 3%), reflecting senior roles predominantly held by men.

PROPORTION OF MALES AND FEMALES BY PAY QUARTER



* 2025 quartile calculations are based on each quartile being 100%

Female representation decreased in the upper quartile (37%) but increased across mid and lower quartiles, showing stronger presence in mid and entry-level roles.

2024

Female: 39%
Male: 61%

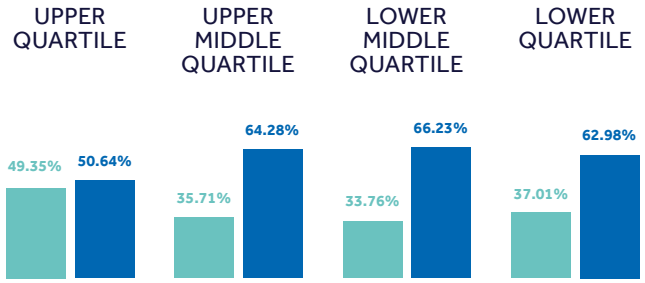
MEAN

1.7%
in favour of male

MEDIAN

5.89%
in favour of male

3%
in favour of male



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

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KEY DRIVERS

Growing Diverse Leadership

While senior roles are currently male-dominated, we are actively implementing initiatives to increase female representation and create a more balanced leadership team.

Equitable Bonus Opportunities

Bonuses tend to be higher in senior roles, which currently impacts the gender pay gap. Increasing female representation in these roles remains a key focus.

Our Commitment

We strive for gender balance at every level, ensure pay is based on talent—not gender—and track our progress openly and transparently.

CLOSING THE GAP – 2026

In 2026, we will build on and enhance existing initiatives to advance gender equity. Chanelle Pharma is the first organisation to achieve Investors in Diversity Bronze accreditation for both our Irish and UK operations, reflecting our commitment to positive role modelling and an inclusive workplace. Our graduate programme remains a key pipeline for diverse talent, offering structured development, mentoring, and broad business exposure to support early-career progression and build a future leadership team that reflects gender balance. We will continue developing diverse talent pools to support career progression and leadership, ensuring fair representation across the organisation. Additionally, we are committed to implementing the EU Pay Transparency Directive in 2026, increasing pay transparency for all colleagues and prospective employees.