

Eirgen Pharma

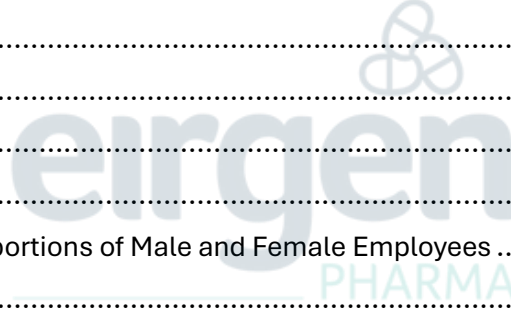
Gender Pay Gap Report 2024



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Eirgen Pharma Gender Pay Gap Report 2024

Eirgen Pharma:

Eirgen Pharma is a research driven company that specializes in the development, manufacture and supply of a broad range of High Potency Oral Solid Dose (OSD) Human & Veterinary specialty products. In 2015 Eirgen Pharma was acquired by the OPKO Health family of companies. At our site in Waterford, we have over 160 Employees.



Eirgen Pharma is a diverse and inclusive workplace where all employees are treated with dignity and respect at work. We are proud to have recently achieved our Bronze Accreditation from the Irish Centre for Diversity.

The Gender Pay Gap Report:

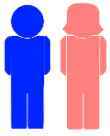
The Gender Pay Gap Report shows the difference in the average hourly rate of pay between men and women, expressed as a percentage of the average male earnings. It does not indicate discrimination or bias but reports a gender representation gap and captures whether all genders are equally represented and rewarded. This is Eirgen Pharma's first Gender Pay Gap Report.



Eirgen Pharma Pay Gap Figures:

The results below set out the gender pay gap figures for Eirgen Pharma with a snapshot date of 30th June 2024 and a reference period of 1st July 2023 and 30th June 2024.

Headcount:



165



81 (49%)



84 (51%)

Eirgen Pharma's Mean/Median gender pay gap is due to a lower representation of females at a senior level in the organization. This is indicative of the challenges experienced by other organizations in our industry sector regarding female representation in STEM sectors.

Gender Pay Gap

15.3%
Mean

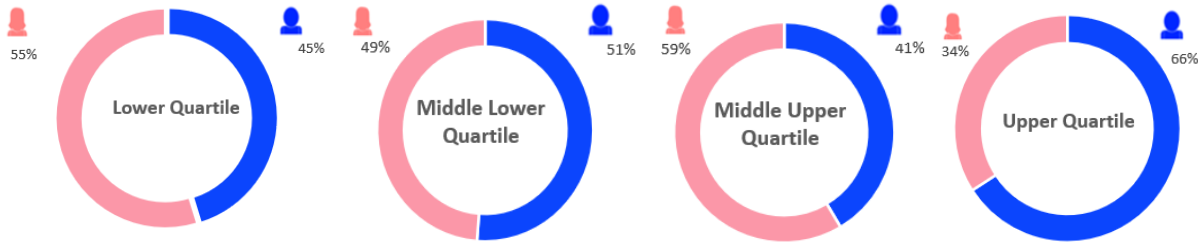
9.3%
Median

Gender Bonus Gap

8.5%
Mean

2.7%
Median

Salary Quartiles:



Part Time Employees

27.3%

Mean Hourly
Pay Gap

24.2%

Median Hourly
Pay Gap

The high Part Time Mean & Median pay gap is due to Eirgen Pharma having 12 Part Time Employees in total: 11 Female and 1 male. The Part Time male is in the Upper Salary Quartile

Temporary Employees

- 88.6%

Mean Hourly Pay Gap

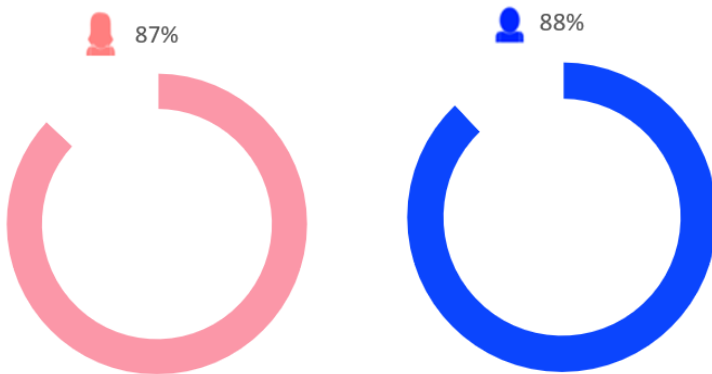
- 114%

Median Hourly Pay Gap

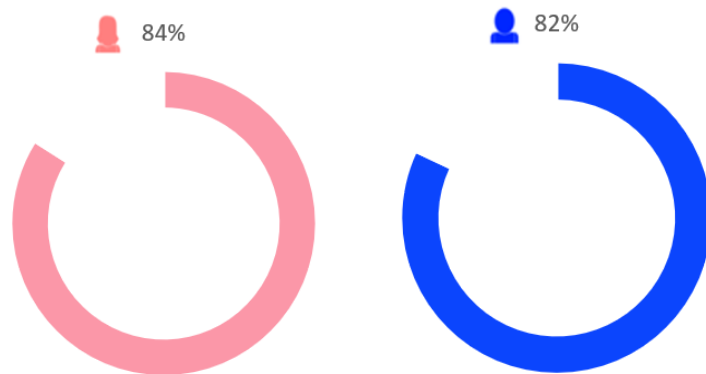
The minus Temporary Mean & Median pay gap is due to Eirgen Pharma having 5 Temporary Employees in total: 1 Female and 4 Male. The Temporary Female is in the Upper Salary Quartile with the 4 Males being in Lower Salary Quartile due to occupying Apprentice/Intern roles

Bonus and Benefit-in-Kind – Proportions of Male and Female Employees

Percentage of Employees received Bonus by Gender



Percentage of Employees received BIK by Gender



Eirgen Pharma already has many policies and initiatives, some of which are outlined below, that contribute to reducing our Gender Pay Gap. We are committed to continuing our strong momentum in these areas.



Diversity and Inclusion Strategy:

Our Diversity and Inclusion Strategy will support attracting, developing and retaining Women.

Community Engagement:

We will continue to partner with colleges, Universities and other educational partners to promote STEM Careers to women.

Flexible Working Policies:

Continuing to actively promote our Policies e.g Ways of Working Policy, Family Leave Policy, Right to Request Flexible Working (Parents & Carers) Policy etc. which provide support and flexibility to Employees so that they can achieve a healthy Work/Life Balance.

Learning & Development:

We are committed to providing development opportunities to all employees to enable growth and facilitate internal promotion. In 2024 we partnered with Udemy Business, an online learning platform which provides a vast range of courses spanning across a wide array of subjects to our employees. We are engaging with the IMI/30% club to enroll female talent on a mentoring program.

