



Medical

Gender Pay Gap Report (Ireland)

2023

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Introduction

At Avery Dennison Medical, our core pay philosophies and processes are structured to provide fair and equitable pay regardless of employee gender, race/ethnicity, or any other demographic characteristic not relevant for pay decisions. We weigh market prevalence, talent availability, role scope and complexity, relevant skills and experience, performance and geographic location when hiring externally and promoting from within.

Our goal is to ensure our employees are treated fairly in their employment and supported in their development during their career journey with our company. As a part of our commitment to diversity, equity and inclusion, we regularly evaluate gender pay equity, making adjustments where appropriate.

This Gender Pay Gap Report covers all active employees in Avery Dennison Medical, Ireland as of a snapshot reporting date of 30 June 2023.

The Difference Between Gender Pay Gap and Pay Equity

It is important to understand the difference between Pay Equity and the Gender Pay Gap. Pay Equity is the principle that people doing the same work should receive the same pay, allowing for legitimate differences such as tenure and experience.

The gender pay gap is the difference in the average hourly wage of men and women across the workforce. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

How are the figures calculated

The **median pay gap** is calculated by calculating the exact middle point between the lowest and highest paid man in the business and the lowest and highest paid woman, and then comparing the two hourly remuneration figures.

The **mean pay gap** is calculated by adding up the hourly remuneration of all the women in the business and dividing by the number of women. We then do the same sum for men and compare the two figures.

Quartiles divide the list of earners – ordered from lowest to highest – into four equal groups. This provides a picture of where male and female employees are in the pay hierarchy.

Gender Pay Gap Analysis

Our analysis is based on our snapshot reporting date of 30 June 2023. As of the

reference date, the gender split of employees at Avery Dennison Medical in Ireland was 55.41% males and 44.59% females. Our mean gender pay gap was 10.18% and the median gender pay gap was 15.02%.

The analysis is relatively comparable to the latest mean national average of 11.3% according to the latest Eurostat figures and European average of 13% (according to Eurostat forecasts).*

When we look at the gap, we know there are two key factors influencing it:

1. More males work rotating shift patterns that pay shift premiums. Moving forward, we will explore expanding opportunities for technical roles for females and in alternative shifts.
2. We have a higher proportion of female employees in less senior roles, and we are committed to further developing our leadership pipeline over the coming years.

We are committed to closing the gender pay gap. To do this we will focus our actions around:

- Supporting and attracting talented women
- Equipping and empowering our leaders with more inclusive leadership skills
- Sustaining a more inclusive culture

We will continue to work together to learn more, challenge what we do and drive positive change.

Our Data

The reporting period covers a 12-month period up to and including 30 June 2023. Avery Dennison Medical is a manufacturing entity with a high proportion of production operator type roles.

Gender Pay Gap

The figures below show our gender pay gap as a percentage in mean and median pay for the 12-month stated period.

Our analysis shows there are more males in senior roles and more males working rotating shift patterns with pay premiums, which together are primarily driving the pay gap.

Mean (average) & Median (middle) Figures

Seniority

We have a higher proportion of female employees in less senior roles, and we are committed to further developing our leadership pipeline over the coming years.

Part-time employees

Within Avery Dennison Medical, only females are currently working on part-time arrangements, which is reflected in the 0% mean and median pay gap. Similarly, there are a small number of employees on temporary contracts, and all are female.

	Pay Gap Mean	Pay Gap Median
All colleagues	10.18%	15.02%
Part-time working arrangements	0.00%	0.00%
Temporary contracts	0.00%	0.00%

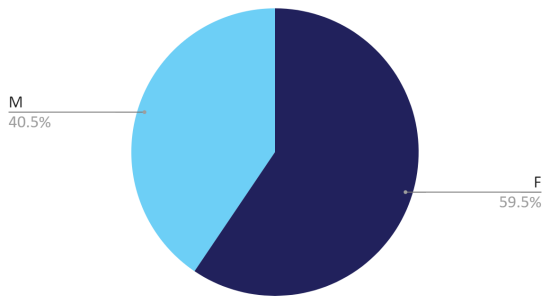
Pay Quartile Results

Quartile results show hourly pay rates listed from the highest to the lowest. The list is divided into four groups with an equal number of employees in each, ranging from quartile 1, which includes the lowest paid colleagues, to quartile 4, which includes the highest paid colleagues.

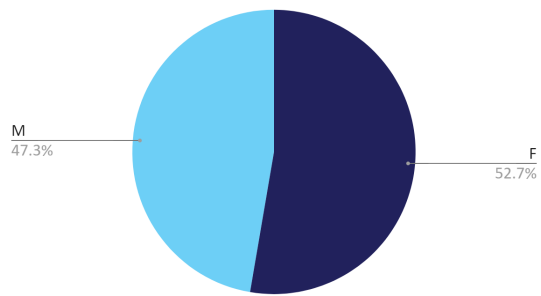
The results below show the gender balance within each of our pay quartiles for the 12-month period up to and including 30 June 2023.

Through pay quartile analysis, there are more females in quartiles 1 and 2, with a majority of hourly production operator type roles. This is a higher proportion of males in quartiles 3 and 4, due to a higher number of males in more technical roles on a rotating shift pattern and earning a higher shift premium.

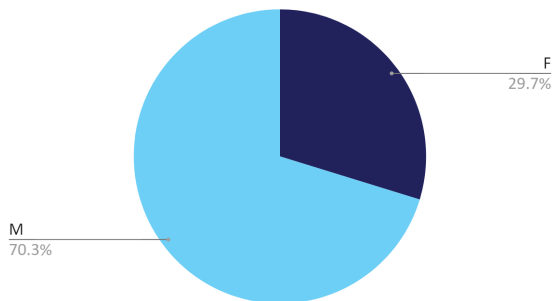
Q1



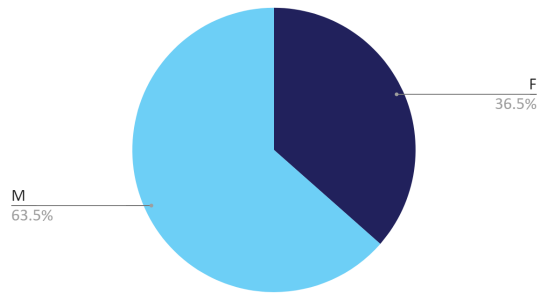
Q2



Q3



Q4



Gender Bonus Gap

The figures below show the percentages of males and females who received a bonus payment and the percentage difference in that bonus amount from 1 July 2022 to 30 June 2023.

Our findings show that more males than females received a bonus during this period. Based on our analysis, there are differences in the type of bonus received; for example, there were a small number of referral bonus payments where some male employees referred a contact for an open position.

Bonus Payments

Percentage of males and females who received a bonus

Male	7.32%
Female	3.79%

Bonus gap

Mean	30.81%
Median	4.99%

Benefit in Kind

There were no employees who received non-cash benefits of monetary value in Avery Dennison Medical during the reporting period.

Our Actions

Diversity, Equity & Inclusion

At Avery Dennison Medical, we strive to live our values of diversity, equity and inclusion. We will continue to build a diverse, equitable and inclusive environment that treats all employees with dignity and respect. We are committed to educating on inclusivity and providing equitable access to opportunities to all individuals.

Avery Dennison Medical recognises there is a national gap in recruiting females in more technical roles. As part of employee development, we will look for opportunities to support female employees to advance to a career within technical areas.

We strive to find and hire women whose careers can thrive at Avery Dennison Medical, and grow and retain the many talented women Avery Dennison Medical already employs.

Market Research

We will continue to conduct regular market research to ensure we are providing competitive market rates and analyse the data to advance internal equity.



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