

# Gender Pay Report – AbbVie Sligo

2022



# Introduction

At AbbVie, we are committed to equity, equality, diversity and inclusion (EEDI). This includes valuing diverse perspectives, creating an inclusive culture and treating all employees with dignity and respect.



As a global organisation, we continuously benchmark our total rewards practices internally and externally to ensure fairness and equality.

In this report, we outline the 2022 gender pay gap results for AbbVie Sligo\* and summarise some of the key programmes we have in place to help us foster an equitable workplace environment that enables our employees, regardless of gender, to develop and thrive. We believe that gender pay gap reporting is important as it provides an opportunity for greater transparency and more meaningful conversations regarding equality across the organisation.

The findings from our analysis show a mean gap of 10.9% and a median gap of 11.6% (both results are reduced when overtime and shift premium are excluded to 8.3% and 4.6% respectively). This gap reflects the larger number of males in technical and engineering roles in circumstances where, traditionally, more males than females pursue the

science, technology, engineering and maths (STEM) career paths.

Furthermore, the nature of our industry lends itself to work schedules that attract overtime and shift premium that is more often than not availed of by male employees. This is reflected in the significant reduction in the gap once overtime and shift premium are excluded from the calculations.

As set out in the Commitment section of this report, we are aware that narrowing the identified gender pay gap will require action both internally within our business, and externally, both within the Sligo community and across the education sector, in terms of encouraging more females to pursue the STEM career paths through AbbVie's dedicated programmes.

Following the publication of this report, we will continue to actively monitor and manage our payment practices to ensure that this remains fair and have identified a range of ongoing and future actions to help us achieve these goals.

A handwritten signature in black ink, appearing to read 'Darren Egan', written over a horizontal dotted line.

**Darren Egan**

Site Director,  
AbbVie Manorhamilton Road,  
Sligo

A handwritten signature in black ink, appearing to read 'Michael Gallagher', written over a horizontal dotted line.

**Michael Gallagher**

Site Director,  
AbbVie Ballytivnan,  
Sligo

\* AbbVie Sligo (2 sites), Legal Entity – AbbVie Ireland NL B.V.  
AbbVie Sligo is one of two AbbVie entities in Ireland eligible for reporting in 2022.

# AbbVie Gender Pay Gap

## What is the Gender Pay Gap?

Gender Pay Gap is the difference in average (mean and median) pay of men and women, regardless of role, across an organisation.

The **mean** is the average hourly pay point of all male and female employees. The **median** is the midpoint hourly pay point of all male and female employees.

The enactment of the Gender Pay Gap Information Act 2021 legislation now mandates reporting for all organisations with over 250 employees. It is expressed as a percentage difference between the mean or median figures for each gender.

## Equal pay

The concepts of 'equal pay' and 'gender pay gap' are not interchangeable. The existence of a

## How is the Gender Pay Gap calculated?

Mean and median pay and quartile pay bands are based on data from 1 July 2021 to 30 June 2022, calculating ordinary pay and bonus pay.

Companies are required to provide a report on both and there is specific guidance from government on what is in scope:

- **Ordinary pay** includes salary plus other types of pay such as overtime, shift premium, allowances and long service awards. Car allowances are included in this calculation, but company fleet vehicles are not.
- **Bonus pay** includes any additional pay outside of the above, for example annual bonus, recognition awards and long-term incentives.



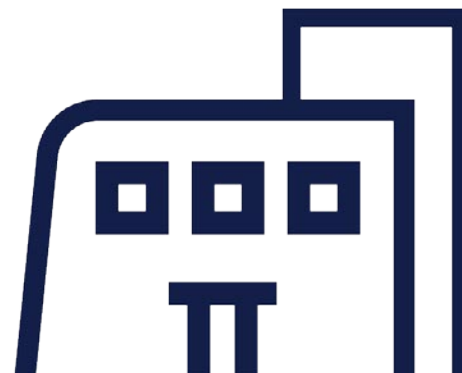
Gender Pay Gap does not necessarily mean that male and female employees are being paid at different rates for like work. Male and female employees are statutorily entitled to be receive like pay for like work (i.e. equal pay).

While AbbVie has equal pay for men and women in the same roles, we have a gender gap as, due to a number of factors, men and women are not equally represented at all levels and disciplines in the organisation.

The scale of the current pay gap reflects ongoing work we are doing to create an equitable workplace. However, we understand, given our demographic, there is a need to increase representation of females at all levels and we will continue to strive to do so into the future.

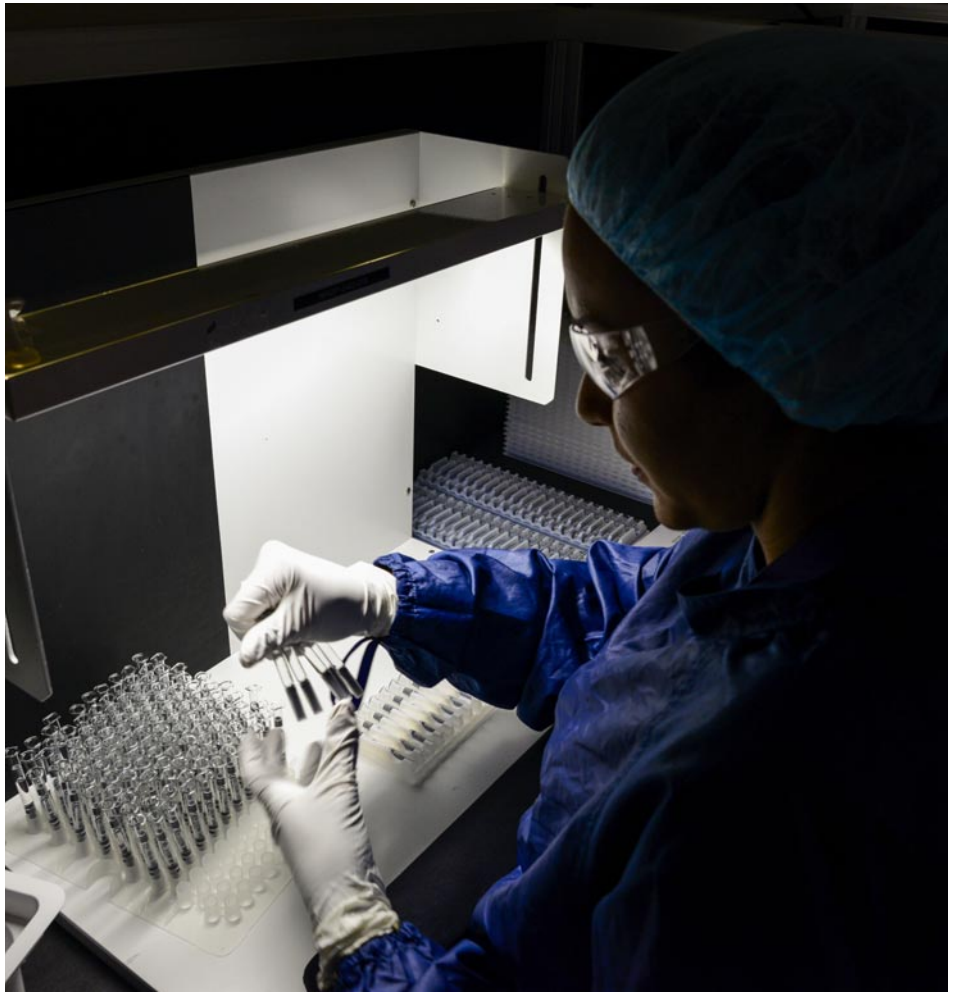
All employees	Median	Mean
Excluding overtime and shift premiums	4.6%	8.3%
Including overtime and shift premiums	11.6%	10.9%

The identified gap is based on a higher proportion of male representation at our manufacturing facilities. This gap is accentuated by the number of males availing of overtime and receiving shift premium. When overtime and shift premium are excluded, the gender pay gap significantly reduces.



Our detailed gender pay gap results, which cover the 12-month period, 1 July 2021 to 30 June 2022, for AbbVie Sligo\* employees are set out in Appendix 1 on pages 7 and 8.

# Creating an inclusive workplace for everyone



At AbbVie, we are committed to equity, equality, diversity and inclusion (EEDI). This includes valuing diverse perspectives, creating an inclusive culture and treating all employees with dignity and respect.

We strive to ensure that everyone is included and that we all belong. Developing and bringing innovative, life-changing medicines to patients requires diversity of thought – and diversity of thought comes from a diverse workforce, including gender.

**We actively pursue equity, equality, diversity and inclusion by:**

- Building awareness and understanding across our organisation, through an extensive range of development and training opportunities
- Proactively finding and engaging top talent from diverse backgrounds
- Creating an environment where all individuals can thrive by providing opportunities for development, connections and communities
- Routinely benchmarking our EEDI practices and programmes to identify opportunities for advancement
- Supporting and developing our female employees in the areas of leadership, mentorship and career development

– continued overleaf

Some of the ways we are fulfilling this ambition in Ireland:

### Coordinated Ireland EEDI strategy

Our EEDI Ireland Council are stewards of EEDI-related initiatives across our locations in Ireland, and they meet regularly to ensure activities reflect our employees' diversity, their voices and are aligned to our global roadmap.



An important part of our EEDI strategy is to foster an inclusive mindset in all leaders and employees to realise the full value of our inclusive workforce. All people managers complete unconscious bias and other similar training modules.

### Employee Resource Groups (ERGs)

Our Employee Resource Groups (ERGs) help foster a diverse and inclusive environment where every voice is heard and valued. They also focus on mentoring, professional development, talent attraction and networking.



### Women Leaders in Action

One of our most active ERGs is our Women Leaders in Action group. WLA's mission is to drive a culture that empowers women, attracts and builds future leaders and delivers business results and value. There are active local WLA groups at AbbVie's sites across Ireland with more than 350 members.

### Cultivating a female talent pipeline

We realise closing the gender pay gap requires a holistic approach and involves encouraging more female students to study science, technology, engineering and maths (STEM) subjects and pursue careers in our industry. To help address this issue, AbbVie has launched a number of STEM-focused initiatives at primary, secondary and third level and have partnered with several organisations and educational bodies.



Our STEM-focused sponsorships help to ensure students irrespective of their ability, gender, background or circumstance have the opportunity to participate in STEM thus lowering barriers and bringing the talents of diverse populations into the innovation pipeline.

### Career development

At AbbVie, we strive to ensure employees have opportunities for learning, growth and advancement. In this way, we seek to empower and inspire our female employees to take charge of their career journey and achieve their full potential.



Our thriving Athena Female Mentoring programme provides a vital support structure for our female talent to develop and accelerate into leadership positions within the company. This programme builds upon our culture of mentorship, with an emphasis on equity, creating more pathways for talent of diverse backgrounds and experiences to be successful at AbbVie.

comprehensive talent strategy. Our diversity recruitment strategy enables us to grow and strengthen our talent pipelines across university relations, early career and professional recruitment. But it is also inclusive of internal mobility, ensuring employees can experience a career without roadblocks.

### Competitive benefits

AbbVie is committed to providing a comprehensive total rewards package that is competitive in attracting, retaining and engaging the talent we need to drive our business growth. We offer employees a combination of meaningful benefits, compensation and well-being offerings – including healthcare and retirement benefits, life and disability insurance, sick pay, medical leave and programmes that support families.



### Attracting and sourcing diverse talent

AbbVie attracts, engages and hires diverse talent as part of our



# Our commitments

AbbVie is committed to equality of opportunity in all areas of its work.

All individuals will be treated in a fair and equal manner and in accordance with the law regardless of gender, marital status, race, religion, colour, age, disability or sexual orientation.



Following detailed analysis, we believe that any variation in pay across genders at AbbVie is based on the demographic factors within our workforce rather than any underlying issues regarding equal pay.

## What is AbbVie doing to address the Gender Pay Gap?

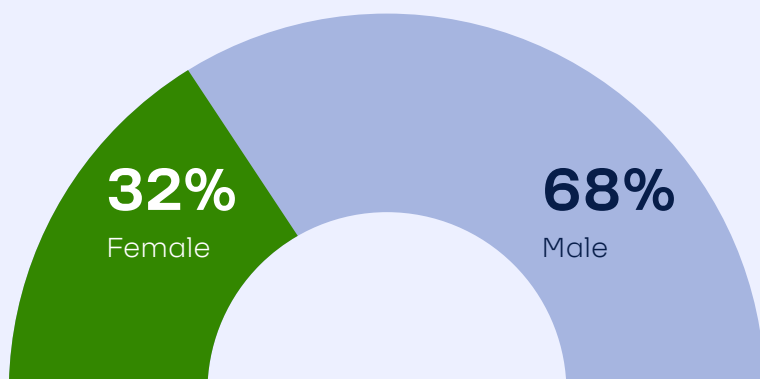
- We are committed to continuing to actively monitor and manage our payment practices to ensure that this remains fair and equitable.
- AbbVie delivers a range of development programmes and opportunities to help increase female representation in leadership positions. Our Athena Mentoring programme is available across all AbbVie locations in Ireland. Twenty-eight mentors and mentees are participating in the current cycle and will engage in activities that will support mutually beneficial personal and professional development.
- Engagement with the female student and graduate population is crucial in attracting more women into the pharma industry. To this end, AbbVie will support science education programmes in our local communities. Our Back to School for STEM initiative is focused on promoting science role models currently active in the Irish workplace. The initiative, which is delivered by AbbVie employees, including female colleagues from our manufacturing facilities, aims to encourage greater student awareness of the rewarding

career opportunities that can be unlocked by studying STEM subjects.

AbbVie has also committed to support the national STEM Teacher Internship (Stint) programme again in 2023 as well as sponsoring the Sligo Science Festival and transition year-focused engagements.

- Our most recent recruitment campaign, 'We Offer That', was specifically developed to attract more female candidates into the organisation and features a number of female AbbVie employees across print, billboard and print advertising. The campaign echoes our commitment to attract diverse talent, particularly female talent, into our Operations business. We will continue to roll-out campaigns and practices that encourage applications from prospective female talent.

## AbbVie Sligo\* – male/female gender percentage



Excluding overtime and shift premiums

Including overtime and shift premiums

## Proportion of male and female employees in lower, lower middle, upper middle and upper quartiles

Quartile	Gender	Percentage	
		Excluding overtime and shift premiums	Including overtime and shift premiums
Q1 – Lower Quartile	F	36.3%	40.1%
	M	63.7%	59.9%
Q2 – Lower Middle Quartile	F	30.6%	33.5%
	M	69.4%	66.5%
Q3 – Upper Middle Quartile	F	32.8%	26.9%
	M	67.2%	73.1%
Q4 – Upper Quartile	F	28.1%	27.4%
	M	71.9%	72.6%

When data is adjusted to exclude overtime and shift premium, the proportion of females in the upper quartiles is reflective of the gender distribution in Sligo. We continue to work to increase the diversity of our employees across the organisation by attracting and sourcing diverse talent, providing meaningful opportunities for learning, growth and advancement and working externally with partner organisations to encourage more women to pursue careers in our industry.



## Proportion of male and female employees receiving benefit in kind

F	74.4%
M	84.2%

Benefit in kind (BIK) is largely connected to medical health insurance, which is a benefit offered by AbbVie to all employees for themselves, their partners and their dependents. The difference in percentages for receipt of BIK is indicative of the differing levels of take up of AbbVie's health insurance benefits across our male and female employee population. A higher percentage of male employees are opting to avail of AbbVie's health insurance benefit over females with a consequent impact on the percentages reported.



**Proportion of male and female employees receiving bonus**

F **86.0%**  
M **94.0%**

We are proud to see a high proportion of both female and male employees receiving bonus. Our reward practices are related to achievement against targets and are aligned with a scaled bonus plan based on seniority of role.

By way of additional context, it should be noted that (i) new joiners are subject to proration; and (ii) leavers are not eligible for receiving bonus, which outlines why we do not see 100% receiving bonus.



**Bonus gap**

Mean **19.1%**  
Median **18.2%**

The identified gap is based on a higher proportion of male representation across our manufacturing facilities and in particular driven by a higher percentage of male employees in senior positions.



Excluding overtime and shift premiums	Including overtime and shift premiums
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**Pay gap**

**Temporary**

Mean <b>5.5%</b>	<b>12.6%</b>
Median <b>11.3%</b>	<b>14.6%</b>

The identified gap is based on a higher proportion of male representation at our manufacturing facilities. This gap is accentuated by the number of males availing of overtime and receiving shift premium. When overtime and shift premium are excluded the gender pay gap of our temporary employees significantly reduces.

**Part-time**

Mean <b>41.9%</b>	<b>41.9%</b>
Median <b>41.8%</b>	<b>41.8%</b>

The gender pay gap associated with part-time work is due to a higher proportion of males in senior roles working in this form of employment. However, the figures are not truly representative as less than 1% of part-time positions are held by men.

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