

# AbbVie North Dublin Gender Pay Report 2023

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## 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 2023 gender pay gap results for AbbVie in Ireland\* and \*\*AbbVie North Dublin, 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.

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.

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 'Marco Fröhlich', is written over a dotted line.

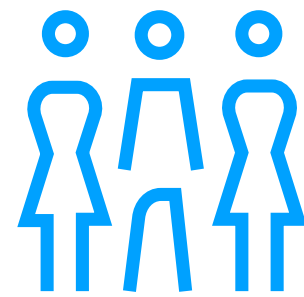
**Marco Fröhlich**  
Site Director,  
AbbVie North Dublin

\*AbbVie in Ireland is comprised of six manufacturing and office locations in Cork, Dublin, Sligo and Mayo.  
\*\*AbbVie North Dublin, Legal Entity – Forest Laboratories Ireland.

# The Gender Pay Gap

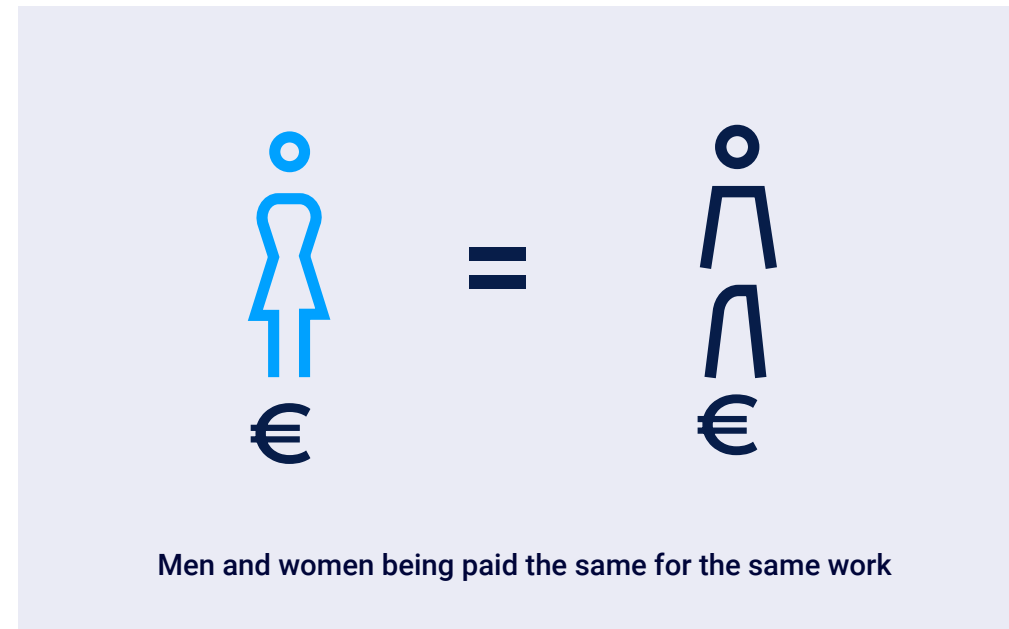
## – An explanation

The concepts of 'equal pay' and 'gender pay gap' are not the same. The existence of a Gender Pay Gap does not mean that male and female employees are being paid at different rates for like work. Male and female employees are entitled to receive like pay for like work (i.e. equal pay).



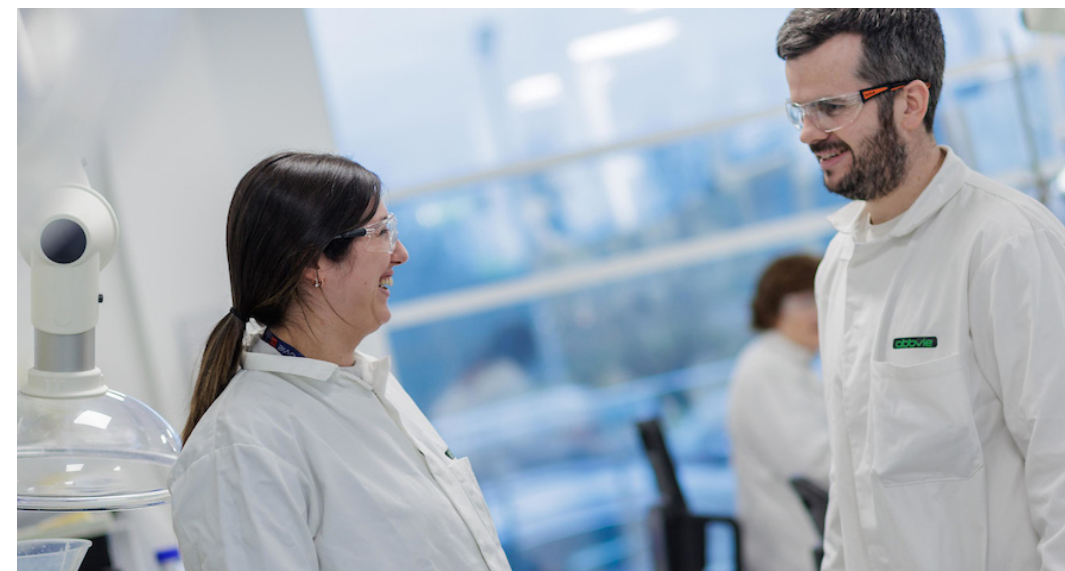
### Equal Pay

Equal pay ensures that men and women receive the same pay for doing the same job, allowing for legitimate differences such as tenure and experience.



### Gender Pay Gap

The gender pay gap shows the difference in average pay of men and women across the entire Irish workforce, irrespective of the role they perform, or level of seniority. In a population with unequal numbers of men and women, even when there is equal pay there will be a pay gap.



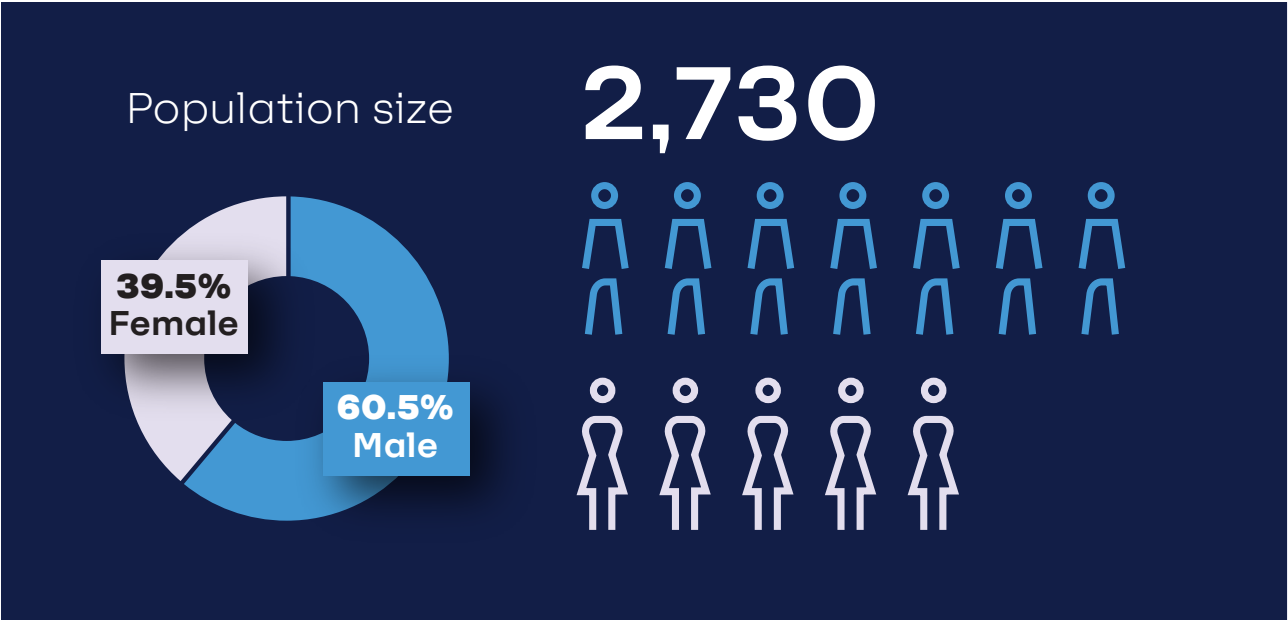
The **mean pay gap** is the average hourly pay point of all male and female employees.

The **median pay gap** is the midpoint hourly pay point of all male and female employees

### What this means

In a population with higher representation of men and women across an organisation (in different quartiles), **even when there is equal pay**, there will still be a gender pay gap.

# What is our 2023 Gender Pay Gap?



The findings show a mean gap of 11.8% and a median gap of 7.2%.



## How is the Gender Pay Gap calculated?

Companies are required to provide a report on both mean and median 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.
- **Quartiles** include hourly remuneration, 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.

# Why the gap and what are we doing to address it?

AbbVie employs approximately 2,700 employees across five manufacturing facilities and two offices at its locations in Ireland, of which 60.5% are male and 39.5% are female.

The findings show a mean gap of 11.8% and a median gap of 7.2% across our sites in Ireland.

AbbVie’s gender pay gap is driven by a variety of factors, primarily the greater representation of males in comparison to females in our organisation and, in particular, more males represented in senior roles. We see this throughout our organisation with a higher number of males represented across all quartiles.

We are committed to continuing to actively monitor and manage our payment practices to ensure that this remains fair and equitable and by:

- Supporting and developing our female employees in the areas of leadership, mentorship and career development
- Engaging with early career female talent through our numerous STEM-focused initiatives at primary, secondary and third-level
- Enhancing our approach to inclusive recruiting and hiring processes to attract diverse talent, particularly female talent, into our organisation
- Adopting more family-friendly practices to remove some of the barriers to female participation
- Supporting impactful initiatives that foster equality of opportunity

Mean and median pay and quartile pay bands are based on data from 1 July 2022 to 30 June 2023, calculating ordinary pay and bonus pay.

# Our commitment to equality of opportunity

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 or family status, race, member of the traveling community, religion, colour, age, disability or sexual orientation.

AbbVie is also 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.



Our commitment to equality of opportunity

# Closing The Gap



## EEDI

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. Our EEDI strategy includes specific priority areas. These include:

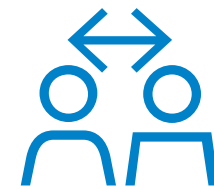
## Attract & Develop Talent

We have enhanced our approach to inclusive recruiting and hiring practices and expectations, including talent sourcing, diversity in candidate slates and interview panels, and unconscious bias awareness.



## Drive Awareness & Understanding

Strengthening the inclusive-leader competency in our people leaders, with emphasis on enhanced understanding, skill building, ownership and accountability.



## Create Connections & Community

We continued our focus on creating connections and building a sense of community through the work of our Employee Resource Groups and related communities. We make it a priority to listen to the voices of our employees to keep a pulse on our inclusive culture.



## Our commitment to equality of opportunity

Some of our initiatives and efforts to foster a more inclusive workplace culture include:

# 1.

### Athena Female Mentoring Programme

The Athena Female Mentoring programme was established in 2021 at our six locations in Ireland to help increase female representation in leadership roles across the business in Ireland, particularly in their early career phase.

The 12-month programme is run in partnership with the Ireland Women Leaders in Action (WLA) employee resource group and the Ireland EEDI Council with significant support from senior leadership at a national and global level, and our early careers partners.

Since the launch of Athena, 75+ mentees and mentors have participated in Athena, including 32 in 2023. The programme has exceeded initial targets in accelerating our female talent across our sites in Ireland.

**“My participation in Athena has helped me to develop my leadership skills, expand my network and leverage the expertise and support of my Mentor, which I’ll use throughout my future career.”**

Amy Norton, Associate Director, Quality, Biologics, AbbVie Westport

# 2.

### PowerHer

PowerHer was established in 2021 with the objective to increase the number of women in Finance and support their development. The mentorship programme has recently been expanded to include AbbVie’s Operations organisation and participants can avail of mentoring, skills coaching and have access to a specially developed PowerHer programme curriculum focused on self-advocacy, self-branding, career management and equity.



# 3.

### Women Leaders in Action (WLA)

One of our most active Employee Resource Groups is Women Leaders in Action. 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. Some of the campaigns that WLA has supported include a Menstrual Equity campaign and Menopause at Work awareness training.

**AbbVie has increased female leadership representation from 32% to 43% since December 2021**

# Our commitment to equality of opportunity

**“At AbbVie, we are strongly committed to employees’ professional development and aim to identify and progress top talent, whilst helping to support all employees to learn and grow.”**

**Pauline Finan** - Director of Quality Assurance, AbbVie Manorhamilton Road and Women Leaders in Action (WLA) National Lead

## 4.

### STEM Pipeline

Engagement with the female student and graduate population is crucial in attracting more women into the pharma industry. According to the Department of Education, only 25% of the 120,000 people working in STEM in Ireland are women<sup>1</sup>

To this end, AbbVie supports science education programmes in our local communities to help encourage greater female participation in life sciences and help close the sector-wide gender gap. 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 also supports the national STEM Teacher Internship (Stint) programme, as well as sponsoring Science Festivals, transition year-focused engagements and the recently launched AbbVie STEM Prize.

AbbVie is also committed to the development and progression of early career talent, reflected in the fact that 80% of the 2023 Operations Development Programme (ODP) cohort are female. Additionally, the company’s efforts in this space were recognised by gradireland who awarded AbbVie Gold prize for ‘Best Internship Programme’ and silver for ‘Best Training & Development Programme’ for the Operations Development Programme at their recent recruitment awards.

## Recognition.

### Best Workplaces for Women

AbbVie was recently named as one of Ireland’s Best Workplaces for Women for the fifth year in a row.

This award recognises organisations that go above and beyond to ensure that the women in their workforce are treated fairly when it comes to pay, recognition, training and promotion opportunities; where they can take the time off they need to attend to childcare or other family commitments; and where they are encouraged, empowered, and supported to do their best work.





# AbbVie North Dublin\* gender pay results



## AbbVie North Dublin

Female employees:	31%
Male employees:	69%
Median gender pay gap:	4.8%
Mean gender pay gap	17.2%
Median bonus pay gap:	-24.5%
Mean bonus pay gap:	45.6%
Female employees who received a bonus:	94.8%
Male employees who received a bonus:	94.3%

## Proportion of females and males in each quartile

		
Lower quartile:	41.3%	58.7%
Lower middle quartile:	23.8%	76.2%
Upper middle quartile:	28.6%	71.4%
Upper quartile:	28.6%	71.4%
<b>Benefits in kind</b>	<b>72.7%</b>	<b>68%</b>



## Part time employees:

Median gender pay gap:	-
Mean gender pay gap:	-



## Temporary employees:

Median gender pay gap:	16.3%
Mean gender pay gap:	36.2%

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People. Passion. Possibilities.®

**References:**

1. Department of Education (2022) 'Recommendations on Gender Balance in STEM Education'. p. 3 Available at: <https://www.gov.ie/en/press-release/4bdb9-minister-foley-announces-the-publication-of-recommendations-on-gender-balance-in-stem-education/> [Accessed 16 November 2023].