

Aerogen<sup>®</sup>

# Gender Pay Gap

Report 2023



“

Our ambition fuels our desire to lead with integrity and always do the right thing. In this year's report, we have shared examples of our Aerogen specific approach to addressing the gender pay gap and supporting Diversity, Inclusion and Belonging (DIB) at Aerogen.

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**Dave Mescal**  
Head of People  
& Organisational Development

## Aerogen is a equal opportunities employer - women and men are paid equally for the same or similar roles

It is important to highlight that women and men in Aerogen are paid equally for the same or similar roles. We pay men and women equitably for the work they do and the role they perform, taking experience, tenure, and performance into account.

Our purpose of transforming patient care is thanks to our people who are our greatest strength and are at the heart of our success. In line with our values, we aim to be inclusive, communicate openly and treat everyone with respect.

Aerogen's gender pay gap report is a requirement of the Gender Pay Gap Information Act, a mandate by the Irish government for companies with over 250 employees to publish gender pay gap data annually.

### What is the Gender Pay Gap?

The gender pay gap is the difference between the mean (average) and median (middle point) of hourly earnings of women and men across all jobs at all levels within Aerogen Ireland. This report accounts for all our Irish colleagues working in our Galway and Shannon locations. It summarises Aerogen's metrics and details to help you understand why there is a gender pay gap and what we are doing to reduce it.

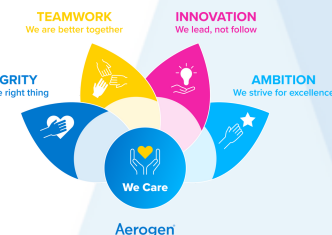
While women and men in Aerogen are paid equally for the same or similar roles, Aerogen does, nevertheless, have a gender pay gap; the gap is primarily due to more males in our specialist and senior roles and a significant difference in the average tenure of males being higher than females. Aerogen has strong female representation in lower and lower-middle quartiles, anticipating natural progression to more senior roles. We are also seeing an increase of females in Intern, Engineering and Science roles.

## Our culture of 'We Care' supports Diversity, Inclusion and Belonging

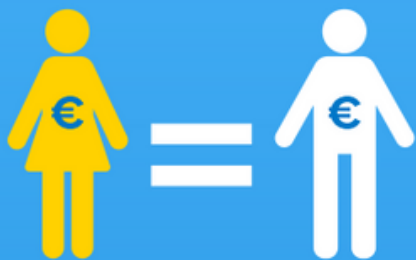
By creating an increasingly diverse, inclusive culture where people of all backgrounds and genders feel valued and connected to our purpose, 'To Transform Patient Care', we to improve our ability to collaborate and innovate to find solutions for our people, customers, patients, and communities. Our Culture of 'We Care' forms a foundation for our values of Integrity, Teamwork, Innovation and Ambition.

Our ambition fuels our desire to lead with integrity and always do the right thing. In this year's report, we have shared examples of our Aerogen specific approach to addressing the gender pay gap and supporting Diversity, Inclusion and Belonging (DIB) at Aerogen.

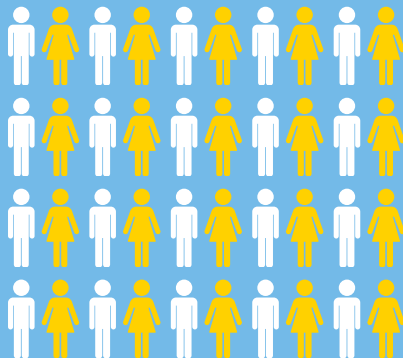
We recognise that reporting on Aerogen's gender pay gap is just one measure to support our efforts to build an increasingly diverse workforce. We know we have more to do and are committed to doing the right thing and creating a culture where everyone has opportunities to develop and succeed.



# How is gender pay gap different from equal pay?



**Equal pay** means that females and males performing the same role receive equal pay in line with equality legislation.



The **gender pay gap** indicates the difference in average earnings between females and males.

## What is a gender pay gap and how is it calculated?

The gender pay gap is the difference between the average hourly pay for females and males across an organisation. This figure is expressed as a percentage of male earnings. The gender pay gap considers two metrics, the mean and the median pay gap results:

### **MEAN – Gender pay gap**

The mean gender pay gap is the difference between the average salary of all female employees, and the average salary of all male employees.

### **MEDIAN – Gender pay gap**

The median gender pay gap is calculated by comparing the middle values in the range of salaries for females and males. If you were to group all employees by gender and line them in order of salary from lowest paid to highest paid, the median gender pay gaps compares the female in the middle of their line with the middle male.

# Our Results

## Gender Split (Ireland)



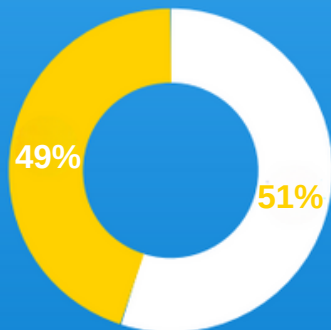
41%



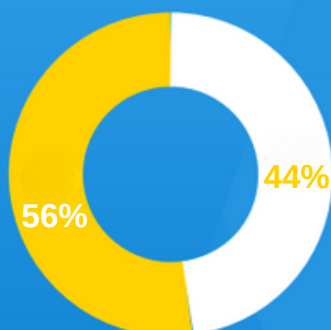
59%

## Pay Quartiles

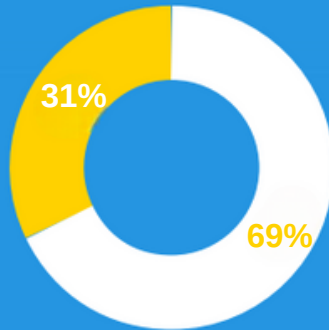
Pay per quartile: the percentage of male and female employees in four equal sized groups of employees based on their hourly pay.



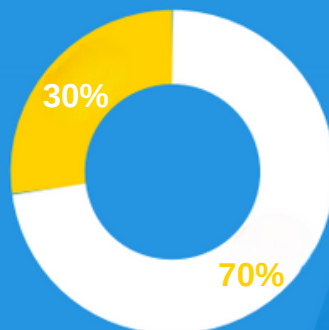
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

## Gender Pay Gap

MEAN

23%

MEDIAN

21%



100% of female employees receive bonus pay and BIK

## Bonus Pay Gap

MEAN

39%

MEDIAN

22%



100% of male employees receive bonus pay and BIK

- Positively our overall female representation has increased by 3% on 2022 figures.
- Our female ratios have increased across all quartiles apart from upper middle and has increased by 3% at the upper quartile in 2023.
- We have fewer females in senior positions and those females in senior roles have less average tenure.
- Across Aerogen Ireland, tenure averages at 5 years higher in males than females.
- Continuing to move towards a balanced distribution of gender right across Aerogen will, in time contribute to closing the gap.

Note: we have excluded temporary contract employees (predominately interns) due to insufficient sample sizes being present and the transitory nature of internships.

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## What have we done during 2023?



**Supported female sports teams and university partnerships**

**Sponsored 7 athletes in Special Olympics**

**Celebrated 25  
years with 25  
giving back  
events**

**Took on 32 interns  
of which 53%  
were female.  
+ 20% increase  
from 2022**

**Won the IBEC  
Medtech Talent  
Strategy Award**

Supported employees with our code of expectations & behaviours - AeroCode

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# What have we done during 2023?

## Enhancing Family Policies & Benefits

We have a wide range of family-friendly leave and support available to all employees. We reviewed and updated our Family Policies and are delighted to offer fully paid maternity and paternity leave to help parents achieve a better work-life balance. This was very well received in 2023 along with digitised forms to enable employees to engage in the process while on leave.

A blue rectangular graphic with the words "Maternity Policy" in white, serif font. The text is centered and slightly shadowed, giving it a 3D appearance as if it's floating above a darker blue background.

## AeroVoice

### Our Employee Engagement Survey

We redesigned our employee engagement survey to provide a true insight into Aerogen engagement, culture and values. It gives our employees a voice, including new questions on diversity and inclusion. Our localised action planning allows us to effect positive change in every team.

The AeroVoice logo is enclosed in a yellow rectangular border. The word "Aero" is in a blue, sans-serif font, and "Voice" is in a yellow, script font.

## IBEC Medtech Award for Talent Strategy

We won the IBEC Medtech Best Talent Strategy award in December this year. This external recognition of how we engage and develop our talent encourages us that we are on the right path to develop our people in the best way possible. The award recognises excellence in learning & development, recruitment, talent reviews and succession planning, engagement and enablement, career paths and talent development. All of these are key to supporting Aerogen to attract, retain, develop and grow our people.



## Leadership - Increased Diversity

As Aerogen grows, we know the importance of our leadership teams reflecting our diverse workforce across 30 countries & our global customers & patients. Our senior leadership team changed their name to cross-functional leadership team (XLT) to better reflect our collaborative culture of 'We Care'. In addition, the XLT has increased female representation through the addition of Ciara Power, Global Communications & Deirdre O'Grady, Head of Tax & Legal.



## Inclusive Leadership

We will continue to work with leaders and managers to promote diversity, inclusion & belonging at Aerogen and create professional development programs to support them. We introduced inclusive leadership developed internally for Aerogen, delivered in person through workshops and plan to expand this in 2024 along with our plans for Q1 2024 to enhance our candidate experience through in-house lead unconscious bias training as part of a renewed progressive interview training programme for people leaders.

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# What have we done during 2023?

## People Development

We want everyone to have an Individual Development Plan that supports their personal and career development in Aerogen. After conducting a Training Needs Analysis in June we rolled out 13 Learning & Development Programmes with a fantastic response, over 300+ employees registered. In 2024, we will formally launch our new People Development Policy which fosters growth, enhances professional development, and empowers our employees to grow. In line with our values, this policy reflects how we care about our people and are committed to developing them while creating an environment where everyone can grow and develop.



## External Partnerships & Social Responsibility

Aerogen has a long-standing relationship with the University of Galway and an excellent tradition of interns and graduates. In 2023 we further strengthened those ties with sponsorship of University of Galway Ideas Lab and Marketing MSC class engagement, which resulted in three female students winning a personalised career development workshop.

In addition, as part of the 25 year celebration we are holding 25 events all connected with charities close to our hearts or giving back to our local communities, each number 1-25 was associated with an event. For example number 6 sponsored the University of Galway camogie team, connected to only 6% of sports media coverage is centred on female sports events - Aerogen sponsored the University Galway Camogie team, number 7 where we sponsored 7 Special Olympians to go to the Berlin games and number 5 as only 5% of refugees have access to higher level education, we sponsored 'Pobal Na Gaillimhe' to reach their fundraising target with their EU - Passworld scholarship for two students to complete a masters at University Galway and offered them the opportunity to intern with us.



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# What have we done during 2023?

## AeroCode – Living our Values

Our new AeroCode sets expectations around behaviours and building trust with each other, customers, partners and communities.

Its section on diversity and inclusion offers guidance and support to ensure every employee is treated with respect at all times in line with our values.



## Connect Chats

We held connect chats engaging our global team over the year on career progression mental health and gained a multi-layered external and internal perspective on Equity on International Women's Day.



## Early Career – Internships

We support and grow our talent pipelines by employing interns across all departments. This has been an integral part of Aerogens talent strategy for many years and we know that by doing all we can to encourage female internships at Aerogen, this will help close our gap in time.

This year we have increased our female ratio of interns by 20% to 53% and 62% of our graduates and associate level roles are female.



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# Ongoing & Future Commitments



## Gender Balanced Talent Approach Focused Female Hiring

As a global company, we continue to invest in gender diversity initiatives to focus on how we attract, develop, & retain both female & male employees globally. We will increase focus to have gender diverse talent pool of candidates before making senior hiring decisions. Working with partners to build the talent pipelines from STEM education and careers will be an important long term enabler to reduce Aerogen's gender pay gap. In addition, we will apply a gender lens to succession planning while always looking to appoint the best talent for roles regardless of gender.



## Career Paths & Competency Framework

We aim to foster growth and development of our talent through transparency on Career Paths & Competencies. 2023 saw the launch of our updated Engineer Career Path Framework.

In 2024 we will complete Aerogen Core and Leadership competencies which will support all career paths, personal development and overall career development.



## Early Careers

Continue to build on third-level partnerships, encouraging female intern applications, engaging interns after their return to college, building on the plans started in 2023, and fostering returning to Aerogen post-qualification. Engaging with the Ideas Lab of University Galway Female programme.



## Inclusive Leadership

Empowering Leaders as we grow in diversity ensures everyone feels a sense of belonging and inclusion.

In 2023, we commenced an important discussion on inclusive leadership with our leaders. We plan to extend this in-house developed training to all people leaders in 2024 along with unconscious bias training as part of our new attracting talent guide.



## AeroVoice Move to Action

Enabling Aerogen company action plans and individual department action plans to drive positive change where our teams have identified need for improvement. Through survey feedback each team has set action plans in place which can effect positive change. Actions identified around inclusion, belonging, recognition, well-being and care also feed into our wellbeing and sustainability strategies for 2024.

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