

Aerogen<sup>®</sup>

# Gender Pay Gap

REPORT 2022



## Aerogen is an equal opportunities employer and it is important to highlight that women and men in Aerogen are paid equally for the same or similar roles.

Our purpose of transforming patient care is only possible thanks to the team we have at Aerogen. Our people are our greatest strength and are at the heart of our success. In line with our values, we embrace the diversity, uniqueness, and individuality of our global team. We are deeply committed to developing all our talent and creating a diverse and inclusive environment where we can thrive.

Aerogen developed its gender pay gap report in response to the Gender Pay Gap Information Act, an initiative by the Irish government requiring companies that employ more than 250 people to publish annual gender pay gap data.

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 an organisation. This report accounts for all our Irish colleagues working in our Galway and Shannon locations. It provides a summary of Aerogen's metrics and details to help you understand why there is a gender pay gap and what we are doing to reduce it.

As outlined 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. As is consistent across our industry, the lower numbers of women in STEM disciplines also plays into the gender pay gap. However, it has been very encouraging to see the increase of females in Intern, Engineering and Science roles at Aerogen. We know that

closing the gap will take time; however, we have strong female representation in our lower and lower middle quartiles who we know will naturally progress in more senior roles in Aerogen

Following the refresh of our culture and values earlier this year, we are now well positioned to increase our focus on diversity and inclusion in Aerogen. Increasing the diversity of our workforce and ensuring we are an inclusive organisation is essential as we continue to deliver innovative solutions for the people, customers, patients, and communities we care so deeply about.

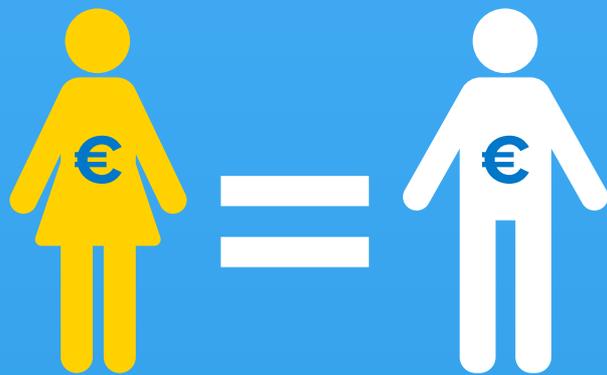
We truly believe that diversity leads to more innovation, improved engagement, and increased creativity and collaboration, all vital ingredients as we work together to deliver on our purpose. We know we have more to do and are committed to closing the gap and creating a culture where everyone has the same opportunities to develop and succeed



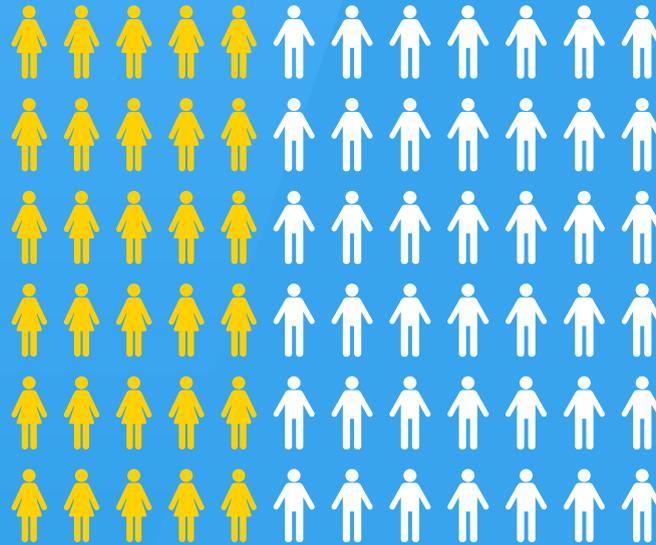
**Dave Mescal,**  
Head of People  
& Organisational Development

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# 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**

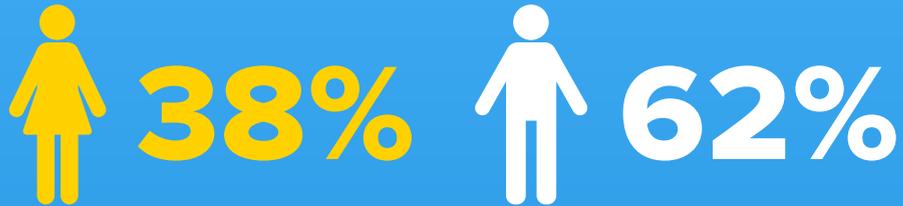
The mean gender pay gap is the difference between the average salary of all female employees, and the average salary of all male employees.

### **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.

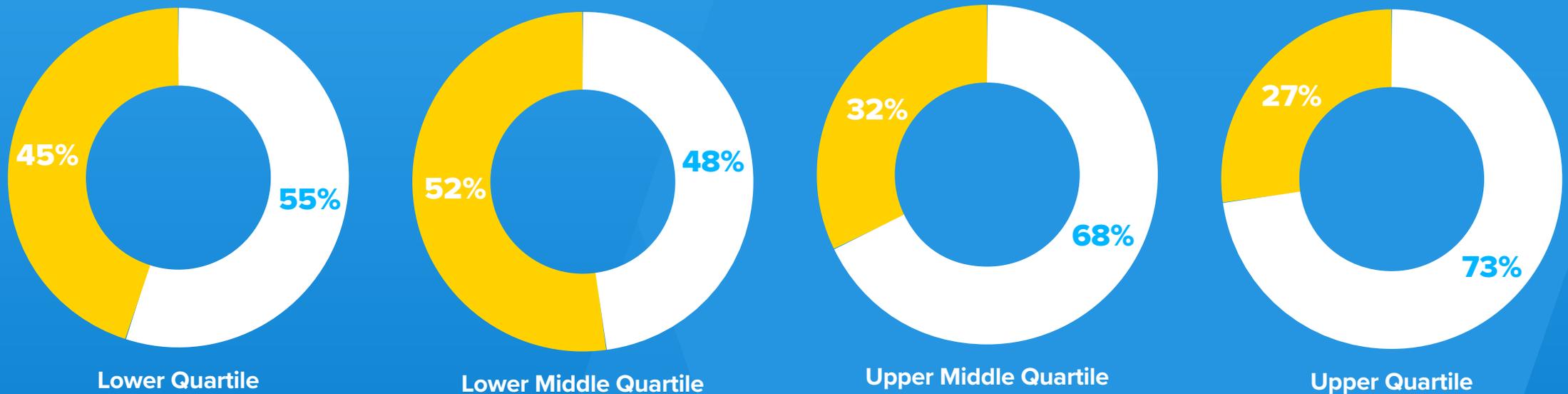
# Our Results

## Gender Split (Ireland)



## Pay Quartiles

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



As you can see from the data above, the upper quartile, with our highest paid colleagues is made up of 27% females and 73% males. As outlined in our opening summary, the gap is primarily due to more males in senior roles.

Note we are unable to pay gap for part-time and temporary colleagues due to insufficient sample sizes being present within these groups.

## Gender Pay Gap



100% of female employees receive bonus pay and BIK

## Bonus Pay Gap



100% of male employees receive bonus pay and BIK

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# What have we done so far?



## Learning & Development

We will continue to develop our talent and ensure that we have a gender balance and inclusive mix attending learning and development programmes.



## Talent Reviews & Succession Planning

Continue to enhance our approach to talent management and succession planning to include a focus on the diversity of our talent pipeline.



## Career Paths

We want best in class role titles and job descriptions to give clarity on career paths in Aerogen.



## Recruitment

**Role advert revision** to include:

- text is gender decoded.
- use of inclusive tone and content.
- consideration of onsite presence, flexible options and shortened list of requirements.

**New careers website** with:

- inclusive imagery.
- information on culture and values and flexibility in the role.
- offering assistance in application process where required.

**Interview training** for all interviewers at Aerogen.



## Engagement & Enablement

**Family friendly** environment including:

- fully paid Maternity and Paternity leave.
- equality and equal opportunities policies.

**Flexibility** in role including:

- flexible working policy with remote working options.
- flexible start and finish times.

**Aerogen Connect** unites our diverse global and cross functional teams.

**Company workshops** and focus groups are organised **considering gender**, tenure and department balance.



## Talent Development

**Career progression support** to enable our team to find clarity, momentum, and direction to make a positive change in their career choices.

**Individual Development Plans** are employee owned and driven, with ongoing training and support from Manager and People & Organisational Development.

**Strong focus on promotions:**

- 21% of employees received promotion in 2022.
- with a company 38% female gender split, 43% of promotions in 2022 were female employees.

# Supporting Professional and Personal Development



**“Gender balance and equity is hugely important to me. We must strive to ensure we have equal representation at every level of the**

**organisation and to support our people’s individual development plans and goals.**

**Personally, I am very grateful for Aerogen’s support and encouragement on my recent pursuit of executive education. I was delighted to receive the UCD Michael Smurfit Business School MBA Scholarship from the 30% Club; the 30% Club is a collaboration of SME’s and large companies committed to achieving better gender balance at leadership levels in business.”**

**Deirdre O’Grady**  
Head of Legal and Tax



**“Over my career I have channeled my passion for positive change through involvement with professional bodies such as representing MedTech**

**Ireland as part of the Regulatory Steering Committee and chairing the Irish Sterility Assurance Forum. Currently I am working with Medtech Skillsnet, ATU and industry representatives to launch a level 9 in Sterility Assurance in 2023.”**

**Caroline Walsh**  
Senior Director QA/RA



**“I was truly honoured to be awarded the title of Chartered Engineer of the Year 2021, by Engineers Ireland.**

**Applying to become a chartered engineer gave me a wonderful opportunity to reflect on all the great projects I’ve worked on over my career in Aerogen. It was amazing to be nominated for the title out of a cohort of 400 chartered engineers, let alone be the overall winner. For the final, I presented on a project I had been programme managing for six years, titled ‘The delivery of surfactant to premature babies.’”**

**Claire Lillis**  
Senior Programme Manager



**“Being a member of the IBEC Diversity Forum gives me the opportunity to learn about current best practice and D&I areas coming into**

**focus. I enjoy networking with peers with a similar interest in D&I, sharing ideas in this ever evolving area.”**

**Orla Concannon**  
Senior HR Business Partner

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# Our Culture and Values support our ongoing plans

At Aerogen, we are committed to building and sustaining an increasingly diverse workforce and a strong values-based inclusive culture where people engage, thrive and feel connected to our purpose and to each other. Our purpose and values drives everything we do in Aerogen.

By listening to our people, we will better understand experiences, how best to support them, and address barriers and unconscious biases in relation to all aspects of diversity. We will also learn from others through research into best practices and the many partnerships and forums we engage with.



## Our 2023 commitments

- ✓ Establishment of a Diversity and Inclusion strategy working group
- ✓ Interpret the drivers for our current gap and action change
- ✓ Address the drivers through formulation of Aerogen's Diversity & Inclusion Strategy firmly grounded in our updated values
- ✓ Identify and align on goals to continue to support positive change
- ✓ Strengthen our external partnerships with existing and new organisations
- ✓ Ongoing commitment to improve our ability to attract, develop, retain and accelerate the advancement of females in Aerogen