



Pfizer Ireland Gender Pay Gap Report 2022

Breakthroughs that change patient's lives®



Finding strength in diversity

/ Diversity
/ Innovation
/ Breakthroughs



Finding strength in diversity

Pfizer’s purpose is *Breakthroughs that change patients’ lives*. This is our north star and central to everything we do at Pfizer.

“We are deeply committed to further advancing our efforts to grow and develop all our talents and to bringing in new experiences and diversity to drive our business. As a woman in leadership and a career spanning over two decades in Pfizer, I strongly believe that everyone should have the same opportunities to grow, develop and succeed. Our people are our greatest asset and the engine to Pfizer’s success and we have ambitious goals to increase the representation of women in leadership roles.”

Deb Mangone, Ireland Country Manager

We continuously strive to have a workplace that is diverse, inclusive, creative and supportive. One that is founded on courage and equity and that encourages excellence and joy.

Diversity enhances innovation, fosters belonging, and boosts business performance. We continue to foster diversity, equity, and inclusion at every level of our business, facilitating equitable access to colleague opportunities. Within our organization, we believe everyone needs to be seen, heard and cared for. We are committed to creating a culture where all colleagues careers thrive.

2022 is the first year in which companies like ours in Ireland with more than 250 employees are required to report on their gender pay gaps as set out in the new legislation. In this report we are publishing our gender pay gap statistics, explaining the basis for the gender pay gap that exists at Pfizer and outlining our approach to address the findings.

The difference between the gender pay gap and pay equity

It is important to realise that there is a 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.

It is perfectly possible for an organisation that pays its people fairly and equitably within different roles to have a gender pay gap. The existence of a **Gender Pay Gap** does not in itself mean that there is any problem with **Pay Equity**.

The **Gender Pay Gap** is a measure based on pay averages across an organisation. It takes no account of the different roles that people occupy or the balance of women and men in an organization.



Paul Duffy
SVP, Small Molecule
Operations – Pfizer



Deb Mangone
Pfizer Healthcare Ireland
Country Manager



Eileen O’Riordan
Senior Director, People
Experience, PGS,
Europe & AfME – Pfizer

How the figures are calculated

Median vs Mean:

The **median pay gap** is calculated by finding the exact middle point between the lowest and highest paid man in the business and the lowest and highest paid woman. We then compare 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 using 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



Understanding the Results

/ Diversity
/ Innovation
/ Breakthroughs



Understanding the Results

Bonus Gap refers to the gap between men and women on the value of all bonus items taken together.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are men and what percentage are women. The same logic applies to the **lower middle quartile** and the **upper middle quartile**.

Hourly Remuneration is calculated by dividing the Employees total ordinary pay and bonus payments in the last 12 months by the hours worked for that period.

Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value. For example Health Insurance is offered to all Pfizer colleagues. The percentage reflects the level of take up of such benefits. It should be noted that Pfizer colleagues also benefit from pension provision, however, under the Irish Legislation definition pension is not a Benefit in Kind and we have therefore not included it within these figures.

“We believe that pay equity and opportunity parity across gender and race are foundational to continue to make Pfizer an amazing place to work for all colleagues and creating a culture where our Equity value is a reality... We will continue to advance our important efforts in pay equity and opportunity parity in support of greater diversity, equity and inclusion.”

Payal Sahni Becher, Executive Vice President, Chief People Experience Officer, Pfizer.

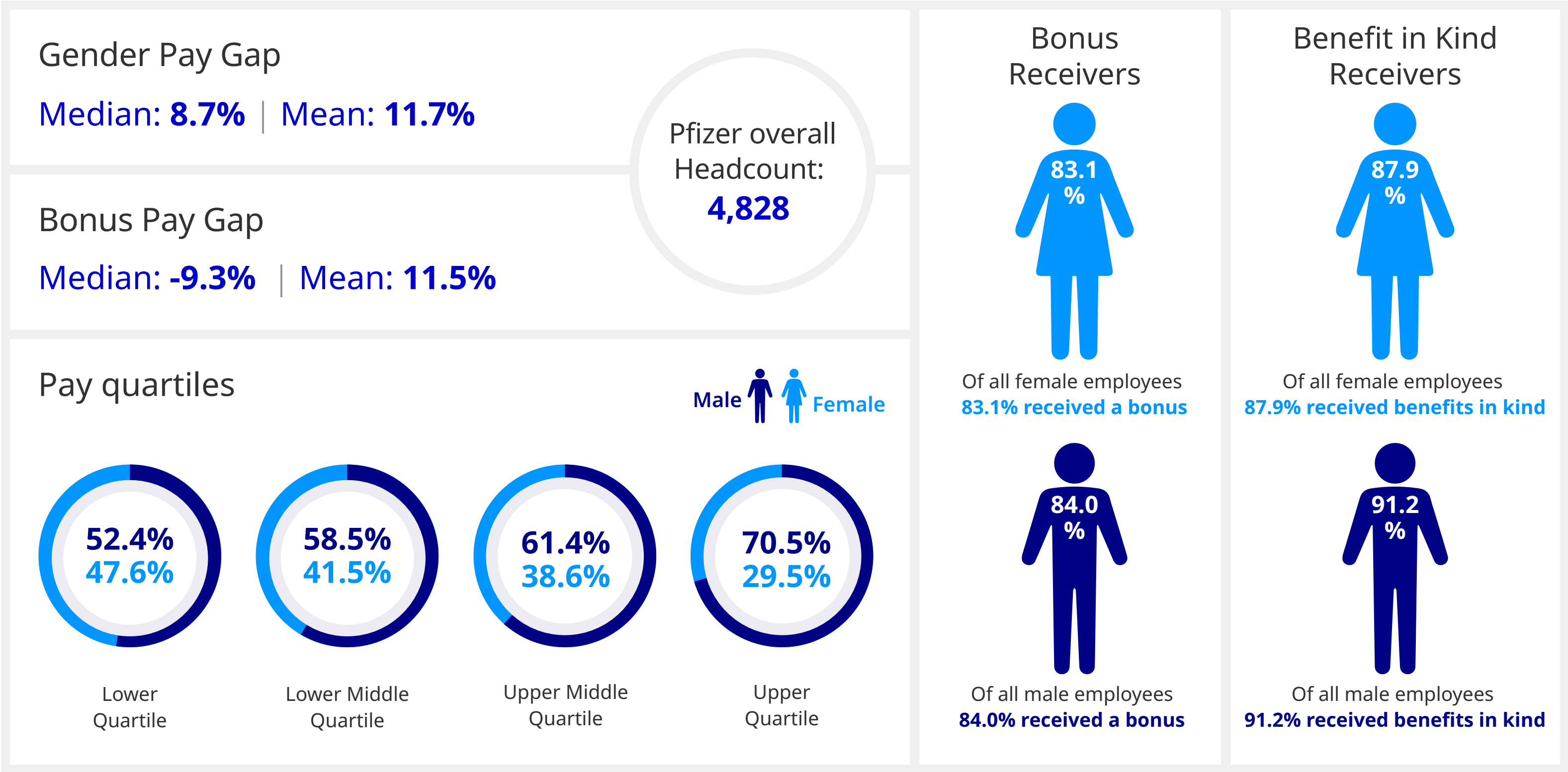
Note: It is important to note that the Irish legislative requirements are binary with regards to gender (specifying women compared to men). Whilst we are reporting our statistics in the manner set out by law, at Pfizer, we recognise and support all gender identities.



Our Gender Pay Gap Results

We report on the results for all Pfizer employees in Ireland collectively across our several legal entities.

In keeping with the legislation, we will also publish as an appendix separate metrics for each of the entities that meet the 250 colleague threshold.



“We are committed to creating and maintaining a workplace that attracts and retains the best talent and allows every colleague to flourish”.

Paul Duffy, SVP Small Molecule Operations, Pfizer.

We are reporting on a total of 4,828 colleagues, the majority of whom are based in our manufacturing sites. It includes all of Pfizer Ireland’s legal entities. Our snapshot date is the 30th of June and our reference period is the 1st July 2021 to the 30th June 2022. Of those colleagues 2,931 were men and 1,897 were women. There were 61 Part-Time colleagues and 180 Colleagues on temporary contracts.

Closing the gender pay gap at Pfizer

Closing the gender pay gap is a key priority at Pfizer. Our gender pay gap is the result of an unequal distribution of men and women across the different levels of our business.

Diversity, Equity and Inclusion (DEI)

/ Diversity
/ Innovation
/ Breakthroughs



Our Diversity, Equity and Inclusion strategy

Our Diversity, Equity, and Inclusion (DE&I) strategy is built around a number of key initiatives, each of which strengthens diversity, drives our core value of equity and enhances our culture of inclusion.

Our Initiatives focused on addressing the gender pay gap are:

- To **Source and Select** women whose careers can thrive at Pfizer
- To **Grow and Retain** the many talented women Pfizer already employs
- To **Engage and Inspire** women at Pfizer



An ongoing programme of change

As we move into 2023, we want to go even further to embed diversity and inclusion as a hallmark of our business. To do that we will continue to:



Source and Select

We ensure recruitment diversity by attracting a range of talent at all stages of recruitment and to all levels of the business while continuing to recruit the best people for each role.

We support this by:

- Achieving a **balanced** Gender Candidate Slate and balanced interview panel.
- **Interview skills training** with structured interview processes.
- **Attracting diverse talent** to apply for open vacancies through engaging advertising campaigns that deploy a range of tools so that our branding, job descriptions and processes are welcoming and supportive of all genders.
- **Educating our leaders** on biases and following robust selection criteria to ensure we hire the best candidate for our roles.
- **Actively driving diversity** through our apprentice, intern and graduate programmes and all early career opportunities.



Grow & Retain

We enable this through:

- **Career Progression Support.** This enables colleagues to find clarity, momentum, and direction to make a positive change in their career choices.
- **Growth** through mentoring, coaching, providing opportunities through Zig Zag moves and educational programmes with national third level institutions.
- **Recognising** through our policies that many colleagues, especially those with family commitments, place high importance on flexibility.
- **Fostering talent of the future** through apprenticeships, internships and graduate programs.
- **Partnerships** with third party experts accessing educational institutions and professional bodies.
- **Succession** and **Talent assessment** processes and associated programs.



Engage & Inspire

We support this by:

- **Actively encouraging** and **supporting** Colleague Resource Groups where we enable regular sharing of best practices across our seven ECRGs—including the Pfizer Women’s Resource Group
- **Soliciting and listening** to colleague voice through our Annual Engagement survey, Open Door Policy and local engagement forums.



Diversity

Visible and invisible differences that make each person unique, including different demographics, identities, experiences, and ideas.

Equity

Ensuring that every person is seen, heard, and cared for.

Inclusion

Understanding, embracing, and leveraging the unique strengths and facets of identity within a culture of belonging.

Breakthroughs that change patient's lives®



Statutory disclosure

Pfizer Ireland has 3 entities with at least 250 employees. Pfizer Ireland Pharmaceuticals, Pfizer Manufacturing Ireland, Pfizer Shared Services UC **. Under the regulations we are required to report our gender pay gap data for each of these entities, as set out here:

Pfizer Ireland Pharmaceuticals			Pfizer Manufacturing Ireland			Pfizer Shared Services UC		
Female employees:			Female employees:			Female employees:		
Male employees:			Male employees:			Male employees:		
Median gender pay gap:			Median gender pay gap:			Median gender pay gap:		
Mean gender pay gap:			Mean gender pay gap:			Mean gender pay gap:		
Median bonus pay gap:			Median bonus pay gap:			Median bonus pay gap:		
Mean bonus pay gap:			Mean bonus pay gap:			Mean bonus pay gap:		
Female employees who received a bonus:			Female employees who received a bonus:			Female employees who received a bonus:		
Male employees who received a bonus:			Male employees who received a bonus:			Male employees who received a bonus:		
Proportion of females and males in each quartile pay bonus			Proportion of females and males in each quartile pay bonus			Proportion of females and males in each quartile pay bonus		
Lower quartile:			Lower quartile:			Lower quartile:		
Lower middle quartile:			Lower middle quartile:			Lower middle quartile:		
Upper middle quartile:			Upper middle quartile:			Upper middle quartile:		
Upper quartile:			Upper quartile:			Upper quartile:		
Benefits in kind			Benefits in kind			Benefits in kind		

** Pfizer Ireland Pharmaceuticals reflects colleagues based in Pfizer’s Grange Castle & Newbridge locations. Pfizer Manufacturing Ireland reflects colleagues based in Pfizer Ringaskiddy location. Pfizer Shared Services UC reflects most colleagues based in Pfizer Dublin Watermarque location.

Statutory disclosure

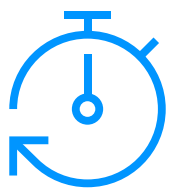
Pfizer Ireland has 3 entities with at least 250 employees. Pfizer Ireland Pharmaceuticals, Pfizer Manufacturing Ireland, Pfizer Shared Services UC**.

Under the regulations we are required to report our gender pay gap data for each of these entities, as set out here:



Part time employees

	Pfizer Ireland Pharmaceuticals	Pfizer Manufacturing Ireland	Pfizer Shared Services UC
Median gender pay gap:	11.0%	18.5%	-
Mean gender pay gap:	4.7%	13.8%	-



Temporary Contracts

	Pfizer Ireland Pharmaceuticals	Pfizer Manufacturing Ireland	Pfizer Shared Services UC
Median gender pay gap:	19.2%	2.6%	-1.1%
Mean gender pay gap:	15.1%	-1.3%	2.0%

“I’ve seen at first hand the difference our Diversity, Equity and Inclusion plans have made, and continue, to make. These well considered plans have brought greater focus on, amongst other things, getting our gender balance right”.

Eileen O’Riordan Senior Director, People Experience, PGS, Europe & AfME – Pfizer.

** Pfizer Ireland Pharmaceuticals reflects colleagues based in Pfizer’s Grange Castle & Newbridge locations. Pfizer Manufacturing Ireland reflects colleagues based in Pfizer Ringaskiddy location. Pfizer Shared Services UC reflects most colleagues based in Pfizer Dublin Watermarque location.