



Pfizer Ireland Gender Pay Gap Report 2023

Breakthroughs that change patient's lives®



Finding strength in diversity

/ Diversity
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Finding strength in diversity

Working to be as diverse as the patients and communities we serve. Our purpose at Pfizer is *Breakthroughs that change patients' lives*.

In everything we do, we're working hard to give the very best to patients. To achieve that, we have to be at our best.



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

That’s why we wish to empower every colleague at Pfizer to be comfortable in being fully authentic at work. It’s why we strive to create and maintain a positive workplace culture: firmly grounded in our core values of courage, excellence, equity, and joy.

Prioritising inclusion enhances wellbeing, which is a fundamental part of supporting every colleague to be their best. A diverse and inclusive workforce – one that is truly representative of the patients and communities we serve – enables us to achieve our purpose.

Diversity brings different perspectives and ways of seeing the world. That builds our creativity and capacity to problem solve. It also enriches our understanding of the different communities that make up our society. The better we understand different communities, the easier it is to identify their unmet patient needs. And the better we understand patient needs, the more we can do to address them.

At Pfizer we are wholehearted advocates for genuine diversity. Our aim is to build inclusion at every level of our business: making Pfizer an amazing workplace for all and facilitating equitable access to colleague opportunities. Closing our gender pay gap is a key part of this.

2023 is the second 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 addressing the findings.

The difference between the gender pay gap and pay equity

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. The existence of a **Gender Pay Gap** does not in itself mean that there is any problem with **Pay Equity**. Our **Gender Pay Gap** is the result of an unequal distribution of men and women across different levels and roles of the business.

Our 2023 analysis established Pfizer Ireland having a median Gender Pay Gap of **8.3% vs 8.7% Median Pay Gap in 2022**. This reflects a narrowing of median pay difference year on year.

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 figures.

The **mean pay gap** is calculated by adding up the hourly pay 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

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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**.

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. It should be noted that the vast majority of our people 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.

“Prioritizing diversity, equity and inclusion (DEI) is not only good for business, it is the right thing to do. Across Pfizer Ireland we embed DEI in all we do. I am pleased to see our actions to improve gender equity are resulting in positive increases from last year’s results.”

Deb Mangone, Pfizer Healthcare Ireland Country manager

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.



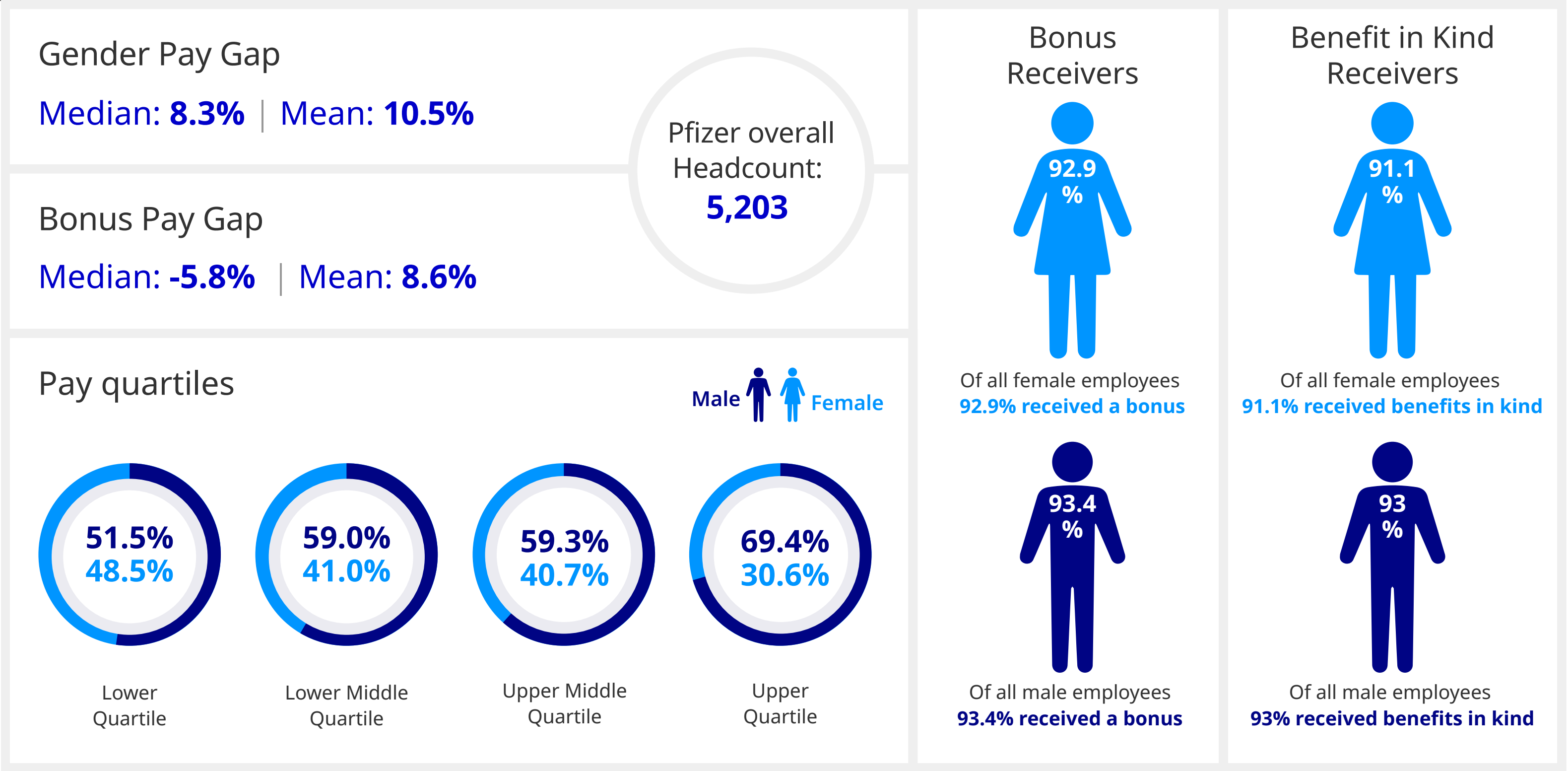
Our Gender Pay Gap Results

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. We are reporting on a total of 5,203 colleagues which includes all of Pfizer Irelands legal entities, using a snapshot date of 30th June 2023 and a reference period of 1st July 2022 to 30th of June 2023. Of those colleagues 3,112 were men and 2091 were women or approximately 60% men and 40% women. There were 67 Part-Time colleagues and 174 Colleagues on temporary contracts.

Closing the Gender Pay Gap at Pfizer

Closing the Gender Pay Gap continues to be a key priority at Pfizer. Our Gender Pay Gap is the result of an unequal distribution of men and women across the different levels and roles of our business.



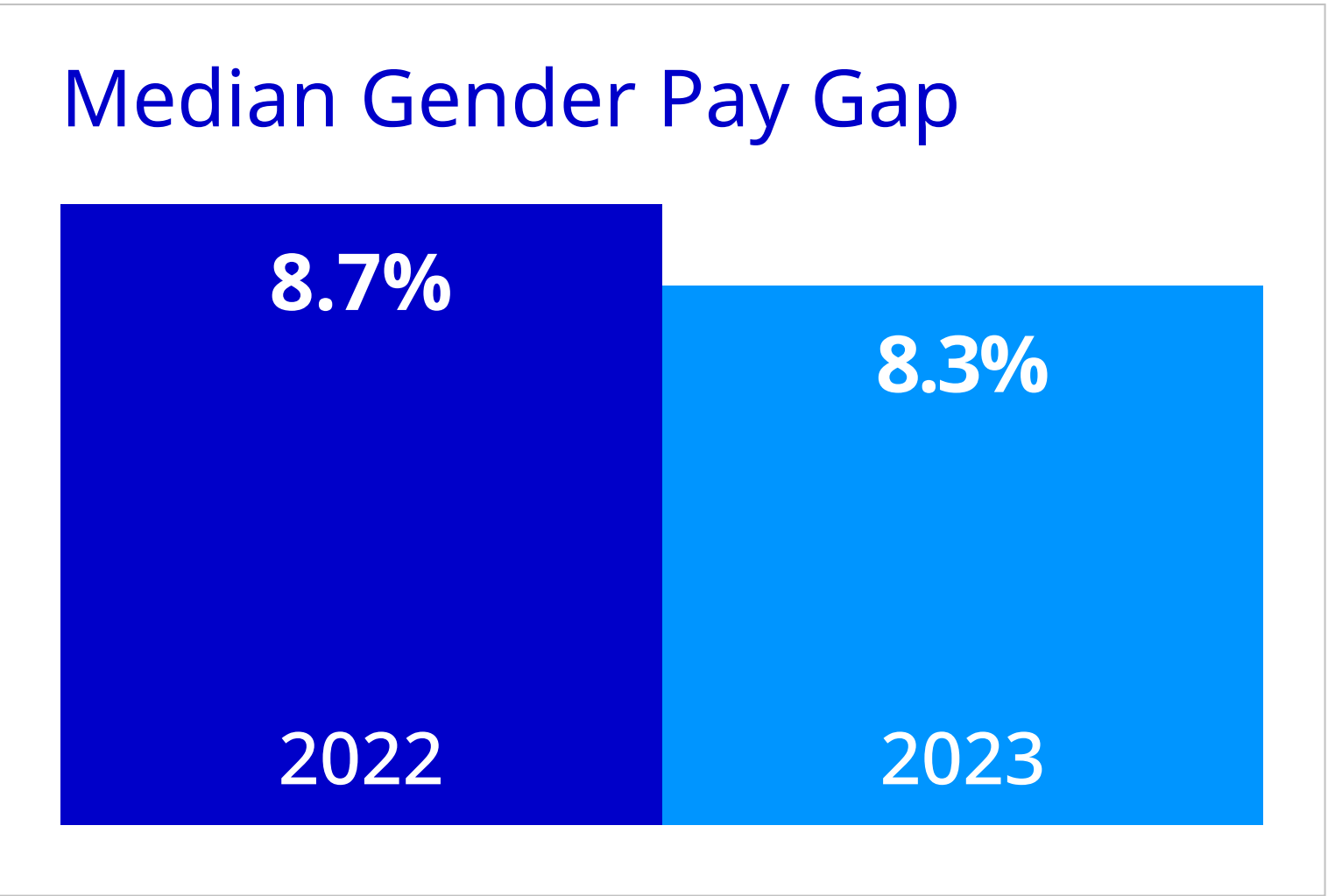
A long term commitment

As you can see from the graphs on the right, our first year on year comparison shows a reduction in in Median Pay Gap.

During the 2023 Gender Pay Gap reference period, 52% of Director and above Ireland posted positions were filled by females vs 48% by males. This reflects a significant differential considering females account for 40% of Pfizer Ireland’s workforce.

Taking the Median Pay Gap reduction and job posting outcomes for senior roles into consideration, we observe a positive year on year trend. Closing the gap takes ongoing attention, along with a deep understanding of all the factors that create the gap. Over the long-term, our DEI strategy is driving real change.

We are proud of everything we’re doing to tackle systemic barriers to gender equity, and to create changes that benefit all our colleagues, and we will keep taking the long-term actions that are needed first to achieve – and then to maintain – gender balance across our business.



By embedding diversity and inclusion, we increase our ability to deliver breakthroughs that change patients’ lives.



Diversity, Equity and Inclusion (DEI)

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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 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

“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.



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

Our selection processes enables us to attract and hire diverse talent at all levels of the business – with the best people for each role.

We support this by:

- [Attracting diverse candidates for all roles](#), ensuring our advertising, selection and on-boarding processes attract and enable female talent.
- [Sponsoring STEM programmes](#) through schools, enlightening female talent on career choices.
- [Achieving gender balance](#) in our early career programmes.
- [Achieving a balanced Gender](#) Candidate Slate and balanced interview panel.
- [Interview skills training](#) with structured interview processes.



Grow & Retain

We enable this through:

- [GROW](#) – our platform driving growth and continuous development through mentorship, sponsorship and active talent development programmes.
- [Women Inspiring Women](#) – our Colleague Resource Groups raising women up.
- [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 Programme’s 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 voices through our Annual Engagement survey, Open Door Policy and local engagement forums.

Our partners

Partners in change

Our Diversity, Equity, and Inclusion (DE&I) Plans are supported by our cross country and site leadership teams along with our colleagues.

These partners in change build and complement our ongoing DEI goals and initiatives across our business.

Ireland Country Management Forum & Site Leadership Teams.

Our aim is to be as diverse as the patients and communities we serve. We want to be an amazing workplace for every colleague, and to have a truly inclusive culture: reflecting our values of courage, excellence, equity, and joy.

We continue to embed the mindset and the practices that support inclusion and to enhance diversity at every level of the business.

Pfizer Women’s Resource group (PWR)

This group is in place to engage with colleagues on gender-related themes, our PWR group works to enhance a safe and inclusive environment within the workplace, partnering with external organisations to raise awareness, network and encourage discussion of gender-related work topics.

Colleague Resource Groups (CRGs)

In Pfizer Ireland alongside the Women’s Resource Group, further colleague resource groups look at different colleague needs and help to reinforce and support inclusion throughout the business.

These groups include Nationality/Ethnicity; LGBTQ+, Cross Generation, Menopause Awareness, Cancer Support and Disability among others.





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

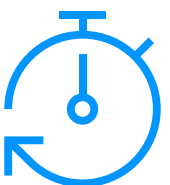
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Part time employees

Median gender pay gap:	-26%	-	-
Mean gender pay gap:	-14%	-	-



Temporary Contracts

Median gender pay gap:	1.5%	-9.7%	-1.3%
Mean gender pay gap:	12.7%	-14.3%	.3%

Pfizer Ireland
Pharmaceuticals

Pfizer Manufacturing
Ireland

Pfizer Shared
Services UC

43

20

2

-26%

-

-

-14%

-

-

79

79

16

1.5%

-9.7%

-1.3%

12.7%

-14.3%

.3%

“We each have the opportunity to be a tail wind for change and accelerate growth in all areas of diversity. We continue to work at creating work environments which reflect the societies in which we live”.

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

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