



# Pfizer Ireland Gender Pay Gap Report 2024

Breakthroughs that change patient's lives®



# Finding strength in 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

At Pfizer, our purpose is to achieve breakthroughs that transform patients’ lives. In our pursuit of excellence, we strive to provide the highest quality care to our patients by ensuring we are operating at our best.

To this end, we aim to empower every colleague at Pfizer to be comfortable in being fully authentic at work. We are committed to fostering a positive workplace culture grounded in our core values of courage, excellence, equity, and joy.

Prioritising inclusion enhances overall wellbeing, which is essential for supporting every colleague to reach their full potential. A diverse and inclusive workforce—one that genuinely reflects the patients and communities we serve—enables us to fulfil our mission.

Diversity brings different perspectives and approaches, enriching our creativity and problem-solving capabilities. It also deepens our understanding of the different communities within our society. With better insight into different communities, we can more effectively identify and address their unmet patient needs.

At Pfizer, we are ardent advocates for genuine diversity. Our goal is to build inclusion at all levels of our organisation, creating an exceptional workplace for everyone and promoting equitable access to opportunities for all colleagues. Closing our gender pay gap is a critical component of this commitment.

2024 is the third year in which Pfizer like other companies is required to report on its gender pay gaps as set out in 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.

While overall we have seen progress, this year we find a marginal increase in the % gap median and mean primarily attributed to changes in the overall organisation, and due to our hiring strategy at entry level positions which are intended to increase gender balance in specific job families.

## 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 2024 analysis established Pfizer Ireland overall having a higher median Gender pay gap of 10.4% v’s 2023. Two of the three legal entities reported improvement in Median and one reported a slight dis-improvement. The overall year on year movement is attributed to changes in the organisation and our hiring strategy.

## 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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**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.

*“Across Pfizer in Ireland, we strive to ensure every colleague is seen, heard, and cared for. In 2024, we have launched several cross-Ireland initiatives to further strengthen our diversity, equity, and inclusion (DE&I) strategy.”*

**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.



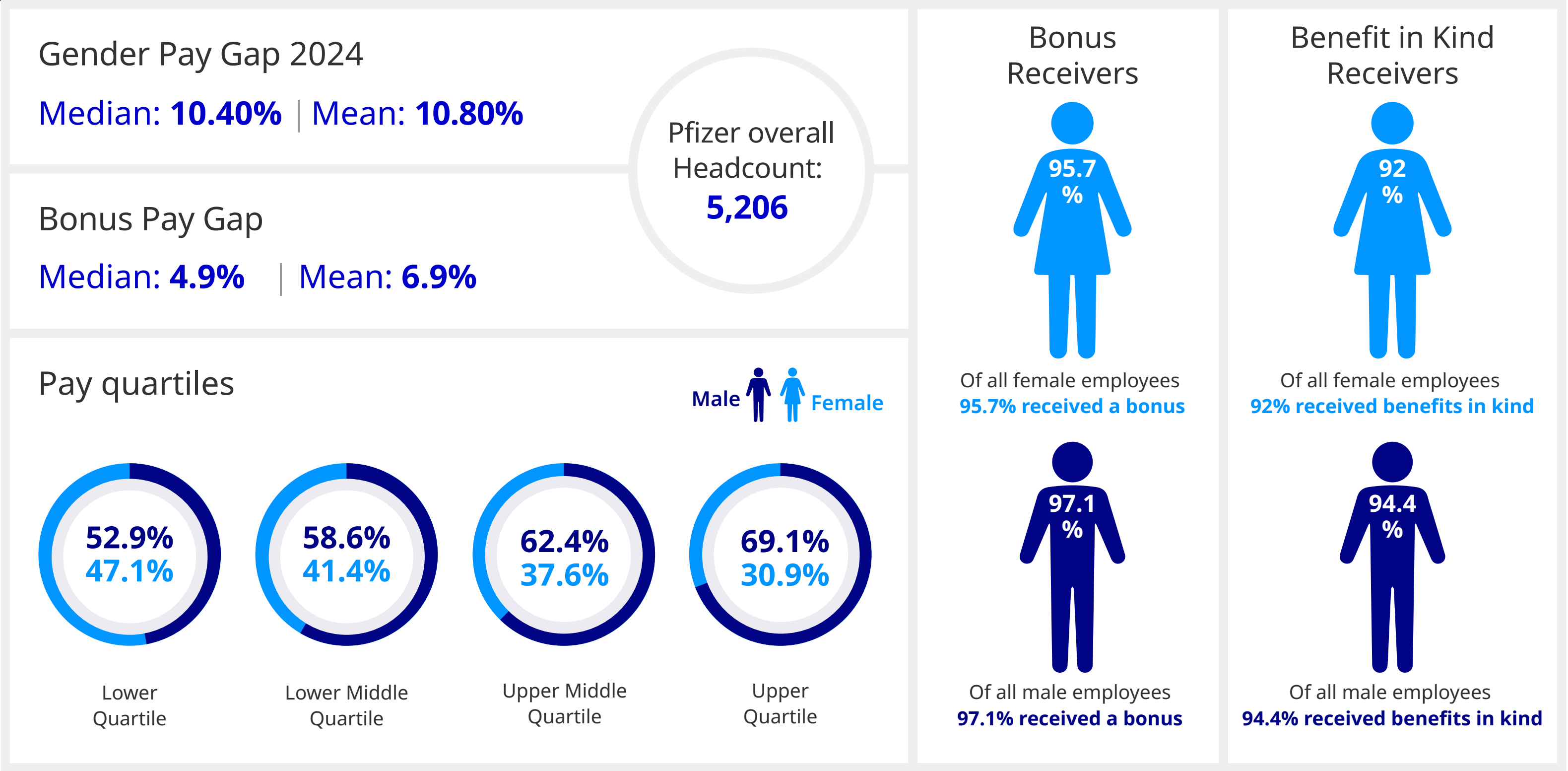
# Our Gender Pay Gap Results

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 5,206 colleagues which includes all of Pfizer Ireland’s legal entities, using a snapshot date of 30th June 2024 and a reference period of 1st July 2023 to 30th of June 2024. Of those colleagues 3,088 were men and 2,118 were women or approximately 60% men and 40% women. There were 71 Part-Time colleagues and 184 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, work patterns and roles of our business.



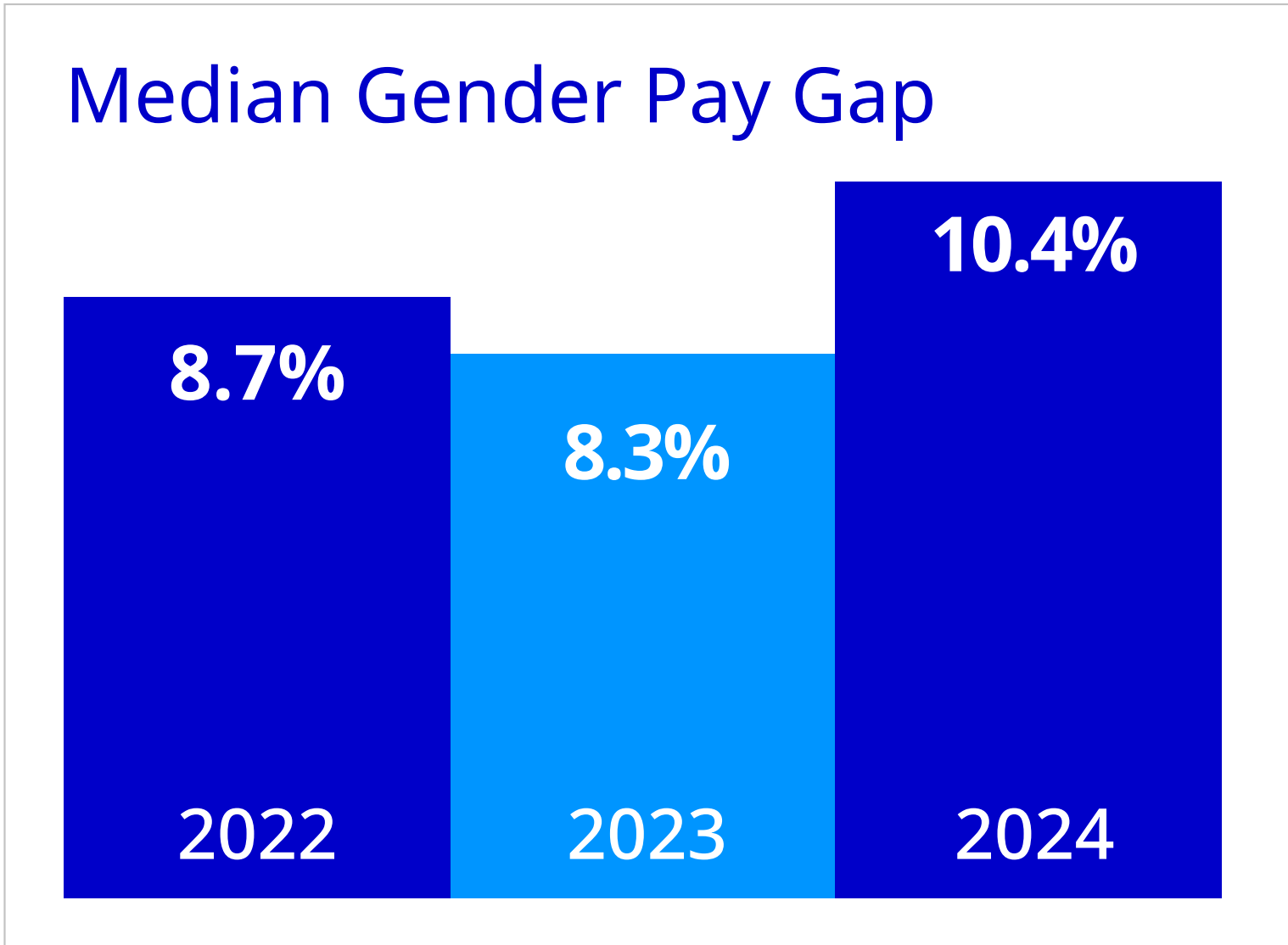
# A long term commitment

As you can see from the graphs on the right, our second year on year comparison shows a marginal increase in Median Pay gap. This is due to our having higher proportion of females than males in the Lower Quartile and a lower proportion of females than males in the remaining quartiles as we actively work on hiring more gender balance into all roles across Pfizer.

During the 2024 Gender Pay Gap reference period, 63% of Director and above Ireland posted positions were filled by Females v's 38% were filled by Males. This reflects a significant differential considering females account for 40% of the Pfizer Ireland's workforce.

Also during the 2024 reference period the % of females hired to entry level positions increased v's previous years and accounted for 50% of our new hires. That % hiring reflects a significant differential versus overall female representation in the Pfizer workforce. This approach is in line with our diverse hiring strategies.

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 are 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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## 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®



# 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

*‘By addressing and closing the gender pay gap, we foster equity, enhance diversity, and, most importantly, uphold our commitment to our colleagues and society.’*

**Paul Duffy**, SVP Small Molecule Operations, Pfizer.



# An ongoing programme of change

As we move into 2025, 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

Ensures recruitment diversity by attracting a range of talent at all stages of recruitment and at all levels of the business – 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.



## 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 and 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.



# 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 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

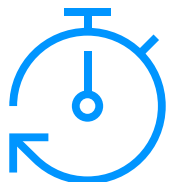
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Under the regulations we are required to report our gender pay gap data for each of these entities, as set out here:



### Part time employees

	Pfizer Ireland Pharmaceuticals	Pfizer Manufacturing Ireland	Pfizer Shared Services UC
	44	21	2
Median gender pay gap:	-4.9%	30.2%	-
Mean gender pay gap:	-9.6%	28.6%	-



### Temporary Contracts

	Pfizer Ireland Pharmaceuticals	Pfizer Manufacturing Ireland	Pfizer Shared Services UC
	106	59	19
Median gender pay gap:	0.5%	-2.6%	8.7%
Mean gender pay gap:	0.5%	-0.4%	8.6%

“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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