

# Baxter Healthcare Ireland Gender Pay Gap Report 2022

From June 2022, all organisations that employ over 250 employees in Ireland are required to report annually on their gender pay gap. This enables organisations to show the difference in average earnings between men and women in Ireland and is calculated across all jobs at all levels

At Baxter, we believe in an inclusive culture and that a diverse workforce can drive innovation, create trusted partnerships with customers, suppliers and community partners, and can contribute to the success and sustainability of our company. This thinking forms the foundation of our global inclusion strategy, which is directly linked to one of the company's aspirations to be inclusive in the way we work with all stakeholders and to commit

to attracting, motivating and retaining a diverse workforce.

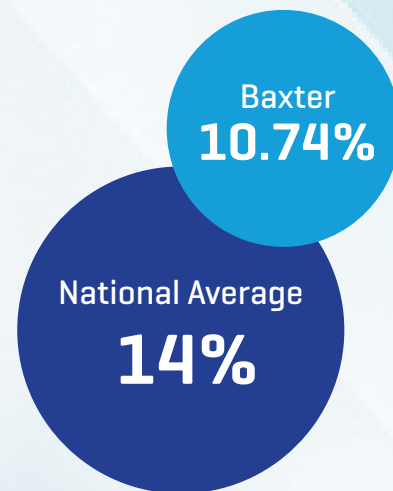
We are committed to providing opportunities for all employees, and recognise that every individual's unique background and experience contributes to a successful organisation. To that end Baxter welcomes the introduction of this new legislation

## Understanding the numbers

Our mean gender pay gap is 10.74%, which is significantly smaller than the national average of around 14%. While our numbers are good we want to close the gap.

Remember that the Gender Pay Gap is not the same as Equal Pay. The Gender Pay Gap is a simple average figure for all employees within the Irish workforce, irrespective of the job that they do. Equal pay ensures that men and women receive equal pay for carrying out the same or equal work. Baxter has robust compensation policies and practices to ensure equal pay and we regularly review all employees' pay and our pay policies to ensure we offer equal pay for equal work, regardless of gender.

Our mean gender pay gap in June was 10.74% which is much lower than the national average of around 14%.



The analysis also shows us that our mean gender pay gap is larger than the median of 10.36% and our mean bonus gap is at 6.99%. We are very clear as to why – simply that there are more men than women holding senior roles within the organisation and at that senior level, eligibility for equity grants plays a large part in the bonus awards.

At the time of running the analysis in June 2022, in Ireland we had 10 men and 3 women at Director level and 35 men and 20 women in senior management roles.

# Our Commitment

## Attracting and retaining women leaders

- We are leveraging diverse candidate sourcing channels and ensuring we are presented with an equal number of male and female candidates.
- We continuously focus on ensuring our recruitment process is free of bias and that women have an equal opportunity for promotion into leadership roles.
- We have a comprehensive Advancing Women in Leadership Programme which involves bringing current and aspiring women leaders together from across the business, to develop and flourish within Baxter.
- We have a comprehensive Return to Work Programme for women who are returning from maternity, adoption or parental leave.
- We have increased our activities to educate and attract new talent to Baxter by attending careers fairs and have an established Student and Graduate Placement Programme.

## Holding our leaders accountable to drive inclusive leadership capabilities and culture

- Our Global Inclusion Council provides thought leadership, guidance and support to enhance Baxter's inclusive culture. Composed of leaders from the company's businesses, regions and functions worldwide.
- Our Ben group [Baxter's Equality Network] supports Inclusion and Diversity across all sites. The group consists of 16 members to promote and recognize different events e.g. International Women's day, Pride Month etc.
- We provide Inclusion and Diversity education and training to all our managers which focuses on valuing differences and unconscious bias, equipping managers in their efforts to create and sustain an inclusive culture at Baxter.

## Valuing differences to create a work environment where people can be their very best

- We provide Inclusion and Diversity education and training to all our employees designed to enhance their understanding of why inclusion and diversity are critical to Baxter's success.
- We provide coaching, mentoring and career development interventions for all our team members.
- We believe in and embrace Flexible Working wherever possible, including varied working patterns, part time roles, job share and remote working.

# Definitions

## Mean and Median

The gender pay gap shows the difference between the mean (average) and the median (mid-point) earnings of male and female employees expressed as a percentage of male employee's earnings. The mean gender pay gap is calculated as follows:  $\text{Male average hourly rate} - \text{Female average hourly rate} / \text{male average hourly rate} * 100.00\%$

## Pay quartiles by gender

The proportion of male and female employees in each of the quartiles ranked from lowest hourly rate to highest hourly rate.

# Gender Pay Gap

Difference between male and females	Mean	Median
Gender Pay Gap	10.74%	10.36%

# Gender Pay Summary



Pay quartiles by gender  
(Quartile Pay Band)



<b>39.66%</b>	<b>Lower quartile</b>	<b>60.34%</b>
<b>48.80%</b>	<b>Lower middle quartile</b>	<b>51.20%</b>
<b>53.85%</b>	<b>Upper middle quartile</b>	<b>46.15%</b>
<b>62.65%</b>	<b>Upper quartile</b>	<b>37.35%</b>

Hourly Pay Mean	<b>10.74%</b>
Hourly Pay Median	<b>10.36%</b>
Part Time Hourly Pay Mean	<b>-3.35%</b>
Part Time Hourly Pay Median	<b>-4.54%</b>
Temporary Hourly Pay Mean	<b>-0.58%</b>
Temporary Hourly Pay Median	<b>0.54%</b>
Bonus Pay Mean	<b>6.99%</b>
Bonus Pay Median	<b>13.73%</b>



Bonus Population	<b>83.22%</b>	<b>83.11%</b>
Benefit in Kind Population	<b>71.95%</b>	<b>74.72%</b>