



2022-2023



Beckman Coulter Ireland Inc.

GENDER PAY GAP REPORT

Beckman Coulter Ireland Inc. (BCII) (the “Company”) is part of Beckman Coulter Inc., a global leader in clinical diagnostics.

Beckman Coulter has challenged convention to elevate the diagnostic laboratory’s role in improving patient health for more than 80 years.



Our mission is to Relentlessly Reimagine Healthcare, One Diagnosis at a Time – and we do this by applying the power of science, technology and the passion and creativity of our teams. Our diagnostic solutions are used in complex clinical testing, and are found in hospitals, reference laboratories and physician office settings around the globe. We exist to deliver smarter, faster diagnostic solutions that move the needle forward from what’s now to what’s next. We do this by accelerating care with an extensive clinical menu, scalable lab automation technologies, insightful clinical informatics, and optimize lab performance services.

Beckman Coulter is a globally diverse team committed to nurturing an inclusive culture of belonging where associates are empowered to realize their potential. We are on a journey as an organization to increase the diversity of our associate population globally and creating a culture of inclusion through partnerships with our employees to foster an environment where each person feels that they belong.

We are dedicated to cultivating an environment that spurs every associate to realize their own potential. Our mission is to build a globally diverse and inclusive team that wins by attracting, developing, and retaining talent that values different perspectives and embraces visible and invisible differences in all associates. Pay fairness and gender equality are key components of our talent strategy and is a top priority for our workforce.

Our Irish gender pay report is based on information at the snapshot date of June 30th, 2023, at which time the Company had a headcount of 545 employees.



We are pleased to report that, since our last gender pay gap report, we have successfully increased our female representation at BCII by 2.5% in the preceding 12-month period.

This has been accomplished through a variety of key initiatives across three main pillars of: *diverse talent, maximizing our associates' potential and championing a culture of inclusion.*

Under legislation that came into force in 2022, Irish employers with 250 or more employees are required to publish their gender pay gaps. The following are the results for the 2022-2023 snapshot period.

The report demonstrates there are some differences relating to mean and median pay, with a mean pay gap of -7.2% and a median pay gap of -5.6%.

As required under the relevant legislation, we have also calculated the percentage of male and female associates in each of four **“pay quartiles”**, each containing the same number of associates. For example, the associates in the lower quartile pay band are those in the lowest 25% of the workforce by pay and those in the upper quartile pay band are those in the highest 25%. The data shows that female associates are more represented in the lower pay quartile pay band.

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We believe these results partly stem from factors including higher turnover of senior female associates and lower enrolment in overtime hours among female associates who are underrepresented in hourly paid roles where there is an opportunity for overtime pay (for example temporary contract roles). The data shows that as associates progress through their career, there is a strong correlation with an increase in pay.

In relation to benefits, fewer females utilised benefits during the designated period, for example health insurance. Narrowing the difference in our mean and median pay is high on the agenda for BCII. Our pay and talent strategy is focused on increasing female representation in upper pay quartiles and ensuring pay fairness for all associates. In the year ahead our goal is to further enhance equality and support female career growth through targeted talent development initiatives, including diverse candidate and interview panel slates, further policy development to attract and retain female associates, and continuation of supporting diverse candidate representation in our succession plans.

Closing the overall gender pay gap is different from ensuring equal pay for equal work. It involves the challenge of making sure that men and women are represented at all levels throughout the organisation, particularly in leadership roles which tend to carry higher market rates of pay. We are taking steps to attract, hire, and promote the best qualified diverse talent throughout our system, to improve the female representation in higher level positions. This is a broader challenge facing many companies in in our industry, and for skilled trades occupations in general, where the overall gender pay gap resulting from fewer women in higher-paid roles is often higher than even the overall Irish national average.

While a 7% mean pay gap is about 50% of the national average pay gap, we still see opportunities to do better. We look forward to sharing future progress, as part of our commitment to ensuring that everyone has an equal opportunity to progress to senior positions.

Gender Pay Gap Figures:

Mean pay gap	-7.2%	
Median pay gap	-5.6%	
Mean pay gap	17.1%	part-time employees
Median pay gap	9%	part-time employees
Mean pay gap	-6.7%	temporary employees
Median pay gap	-10%	temporary employees
Mean bonus pay gap	7.3%	
Median bonus pay gap	4.8%	
Bonus gap – percentage of employees who were paid bonus remuneration	Male 94.1%	Female 93%
Benefits gap – percentage of employees who received benefits in kind	Male 94.5%	Female 91.1%
Pay quartiles	Male	Female
Upper remuneration quartile pay band	59.9%	40.1%
Upper middle remuneration quartile pay band	54%	46%
Lower middle remuneration quartile pay band	57.4%	42.6%
Lower remuneration quartile pay band	40.4%	59.6%

(Where figure is negative for pay gap figures, this means that men's average pay is greater than females' average pay)