

Gender Pay Gap (Ireland) 2025

We are pleased to present our 2025 Gender Pay Gap (Ireland)

Under the Gender Pay Gap Information Act 2021, organisations in Ireland with 50 or more employees are required to report their gender pay gap data annually. This includes publishing key metrics and explaining the reasons behind any gaps.

It's important to note that the gender pay gap is not the same as equal pay. Equal pay means paying men and women the same amount for performing the same role. The gender pay gap, however, reflects the difference in average earnings between men and women across the organisation.

As of 30th June 2025, Almac's total employee number in Ireland was 399, which represents 5% of our total workforce.

Key metrics explained

Mean hourly remuneration

The average difference in pay between men and women per hour, calculated across all employees.

Median hourly remuneration

The midpoint pay difference per hour when all employees' pay is ranked from highest to lowest.

Mean bonus remuneration

The average difference in bonus payments between men and women, calculated across all employees.

Median bonus

The midpoint bonus difference when all employees' pay is ranked from highest to lowest.

Gender Pay Gap (Ireland) metrics

	Pharma Services (Ireland) Ltd	Arran Chemical Company Ltd	Almac Clinical Services (Ireland) Ltd	Almac Sciences (Ireland) Ltd
Mean hourly remuneration	1.42%	22.17%	-8.32%	17.42%
Median hourly remuneration	0.60%	15.38%	-2.46%	9.47%
Mean bonus remuneration	-9.92%	56.73%	-65.03%	48.02%
Median bonus	1.56%	15.06%	4.21%	19.60%

	Pharma Services (Ireland) Ltd	Arran Chemical Company Ltd	Almac Clinical Services (Ireland) Ltd	Almac Sciences (Ireland) Ltd
Mean hourly remuneration (Part-time)	No part-time male employees	No part-time female employees	6.91%	No part-time male employees
Median hourly remuneration (Part time)	No part-time male employees	No part-time female employees	8.12%	No part-time male employees
Mean bonus remuneration (Temporary)	No temporary male employees	No temporary male employees	No temporary employees	No temporary male employees
Median bonus (Temporary)	No temporary male employees	No temporary male employees	No temporary employees	No temporary male employees

	Pharma Services (Ireland) Ltd	Arran Chemical Company Ltd	Almac Clinical Services (Ireland) Ltd	Almac Sciences (Ireland) Ltd
Males paid a bonus	76.81%	93.81%	91.67%	92.86%
Females paid a bonus	82.05%	80.77%	90.91%	81.40%
Males paid BIK	43.48%	67.01%	19.44%	89.29%
Females paid BIK	55.13%	80.77%	68.18%	72.09%

	Pharma Services (Ireland) Ltd	Arran Chemical Company Ltd	Almac Clinical Services (Ireland) Ltd	Almac Sciences (Ireland) Ltd
Pay Quartile 1 - Lower	40.54% M 59.46% F	58.06% M 41.94% F	60.00% M 40.00% F	16.67% M 83.33% F
Pay Quartile 2 - Lower Middle	48.65% M 51.35% F	83.87% M 16.13% F	73.33% M 26.67% F	55.56% M 44.44% F
Pay Quartile 3 - Upper Middle	54.05% M 45.95% F	80.65% M 19.35% F	64.29% M 35.71% F	27.78% M 72.22% F
Pay Quartile 4 - Upper	44.44% M 55.56% F	93.33% M 6.67% F	50.00% M 50.00% F	58.82% M 41.18% F

Our 2025 gender pay gap analysis for Ireland shows a small difference in average pay between male and female employees, with the gap varying across business units and in some cases favouring women.

The primary reasons for our current gender pay gap are:

- **Role distribution:** The proportion of males and females in different roles and departments varies, which can influence average pay. For example, some business units have a higher representation of one gender in senior or specialist roles, which impacts the overall averages.
- **Seniority and progression:** While we have a balanced gender split in many pay quartiles, there are areas where one gender is more represented in higher or lower pay bands, reflecting historical patterns of progression and recruitment.
- **Contract types:** In some business units, there are no part-time or temporary employees of one gender, which can affect the calculation of pay gaps for those categories.

Actions and Commitments:

- We continue to review our recruitment, promotion, and talent development processes to ensure equal opportunities for all employees.
- We will continue to enhance our diversity data collection and analysis.
- Our internal policies reinforce our zero-tolerance approach to discrimination and support a culture of dignity and respect for all.
- We are committed to ongoing monitoring and transparent reporting of our gender pay gap, and to taking further action as needed to address any inequities.

At Almac Group, we are committed to equality, diversity, and inclusion across all levels of our organisation.