

# Gender Pay Gap Report 2022

## WuXi Biologics Ltd. Ireland

December, 2022



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**Vision:** “Every drug can be made and every disease can be treated” by building an open-access platform with the most comprehensive capabilities and technologies in the global biologics industry

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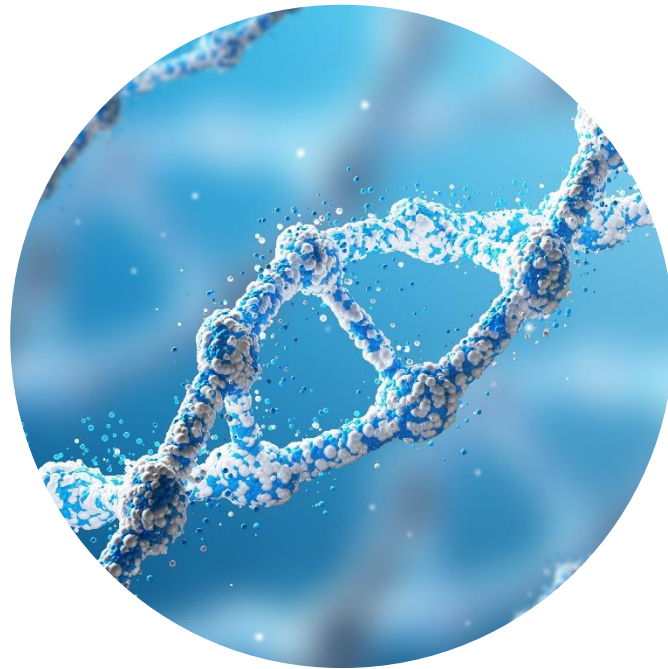
## **Foreword:**

WuXi Biologics (stock code: 2269.HK) is a leading global Contract Research, Development and Manufacturing Organization (CRDMO) offering end-to-end solutions that enable partners to discover, develop and manufacture biologics from concept to commercialization for the benefit of patients worldwide.

With over 10,000 skilled employees in China, the United States, Ireland, Germany and Singapore, WuXi Biologics leverages its technologies and expertise to provide customers with efficient and cost-effective biologics discovery, development and manufacturing solutions. As of June 30, 2022, WuXi Biologics is supporting over 534 integrated client projects, including 14 in commercial manufacturing.

[1] As of June 30, 2022

[2] As of Dec. 31, 2021



1

WuXi Biologics Ireland Ltd. follows WuXi Biologics (Cayman) Inc. (the Corporate) Employee Diversity Policy\*.

2

By 30 Jun 2022, WuXi Biologics Ireland Ltd comprises of 344 employees based in Dundalk, Co. Louth

3

We employ a highly skilled workforce who specialize in biologics and pharma including engineers, scientists and business related disciplines

4

We support flexible manufacturing options for our clients using Scale Out strategy and Continuous Processing.

\* [WuXi Biologics Employee Diversity Policy](#)



## Reporting Gender Pay

**02**

# What is the Gender Pay Gap?

- Ireland is the latest country across Europe and USA to introduce mandatory gender pay gap reporting. The aim is to address gender pay gaps in the workplace
- The gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women
- The Gender Pay Gap information Act 2021 requires organisations to report their hourly gender pay gap across a range of metrics. Organisations are asked to select a ‘snapshot’ date in the month of June 2022. The reporting is based on the workforce employed on this date. WuXi Biologics snapshot date is June 30<sup>th</sup> 2022.
- **It does not indicate discrimination or bias, or even an absence of equal pay for equal work – but it does report a gender representation gap and will capture the percentage of representation of women and men across the organization.**
- **The presence of a Gender Pay Gap does not in itself infer that there is a pay equity issue.**
- ‘According to the latest Eurostat figures, the national gender pay gap in Ireland is 13.9% down from 17.3% in 2007. Ireland compares well with the EU average of 16.7% and has the 11th lowest gap out of 28 EU countries. Ireland currently performs better than the UK (17%), the US (18%) and Canada (18%).’ (Source: IBEC 2022)





## Mean

The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation

## Median

The median represents the middle point of a population

## Quartiles

In order to group employees into quartile pay bands, the employer must create a ranking of employees based on their remuneration from lowest to highest. This is then divided into quartiles, lower, lower middle, upper middle & upper

**WuXi Biologics Gender  
Pay Gap Report**

**03**



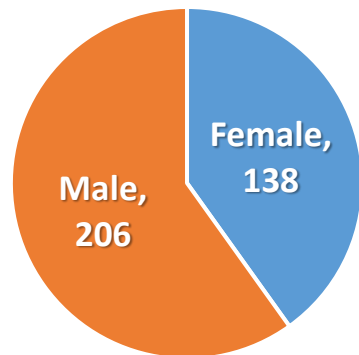
# WuXi Biologics Ireland Ltd - Gender Pay Gap Report

Snapshot date: 30<sup>th</sup> June 2022



**344 employees**  
**60:40 – M/F**

# Emp.



1. The mean and median pay gap in hourly pay between male (M) and female (F) employees	
Mean Pay Gap	Median Pay Gap
8%*	18%

2. The mean and median pay gap in hourly pay between part-time male and female employees *(for period of reporting, no part-time employees in place)	
Mean Pay Gap	Median Pay Gap
0%	0%

3. The mean and median pay gap in hourly pay between temporary male and female employees *(for period of reporting, no temporary employees in place)	
Mean Pay Gap	Median Pay Gap
0%	0%

4. The mean and median bonus pay gap between male and female employees	
Mean Pay Gap	Median Pay Gap
6%	8%

5. The percentage of male and female employees who received bonus pay (*this shows the % of eligible employees within the relevant time period)	
Male	Female
100%	100%

6. The percentage of male and female employees who received benefit in kind	
Male	Female
77%	81%

7. The percentage of male and female employees in each of the four pay band quartiles		
	Male	Female
Lower (Q1)	53%	47%
Lower Middle (Q2)	47%	53%
Upper Middle (Q3)	72%	28%
Upper (Q4)	67%	33%

\*According to the latest Eurostat figures, the national gender pay gap in Ireland is 13.9% down from 17.3% in 2007. Ireland compares well with the EU average of 16.7% and has the 11th lowest gap out of 28 EU countries. Ireland currently performs better than the UK (17%), the US (18%) and Canada (18%). Source: IBEC, 2022

# What does the report tell us?

*Currently WuXi Biologics employs over 390 employees in its' new state of the art contract manufacturing facility and this has incrementally increased over the last 3 years.*



The current Mean Pay Gap for WuXi Biologics is 8%. The main contributing factor for this is the higher % of male employed by the company at different levels as referenced in point 1 & 7 in the report.

When reviewing the gap between part-time/temporary employees the percent is 0%. The rationale outlined in point 2 & 3 in the report highlights that we currently don't have employees in this category.

When we consider the Benefit-In-Kind (BIK) difference in point 6 of the report the main rationale behind this is the increased participation of female employees in the healthcare provision provided to employees.

*'At WuXi Biologics Ireland Ltd, we take pride in the level of diversity and inclusion we have in our organisation. It is a key component to our culture and the positive working environment we have created.*

*We are committed in continuing our journey as we promote and nurture this diversity.*

*Reducing the Gender Pay Gap is a priority for our organisation and an exciting time to develop opportunities to reduce this gap at all levels of the organisation.'*



Sharon Conlon  
HR Director  
WuXi Biologics Ireland Ltd



# Addressing our Gender Pay Gap



## R

### Recruitment

- Increased metric reporting, interview panels
- Sourcing strategies to attract higher percentage of female candidates
- Enhance gender decoder by further developing our advertising campaigns
- Progress interview skills training for hiring managers on diversity and inclusion

## D

### Development

- Promote opportunities for further development utilising the Education Assistance Programme within WuXi Biologics
- Develop and educate employees regarding our career progression model further highlighting internal promotional opportunities
- Continue to develop our Women In Leadership programmes
- Build our existing Women In STEM committee and agenda to support and encourage further employee development internally within the organisation and externally

## F

### Flexible Working Arrangements

- Review the opportunity to improve flexible working arrangements and offering this to existing and future employees .

## P

### Partnership

- Continue working closely with universities, local colleges and schools to support STEM
- Foster talent through future pipelining including internship and graduate programmes



# Talent Forms the Prerequisite for Business Success



*A key pillar to our business success is our PEOPLE, WuXi Biologics Ireland has grown at a very fast pace over the last three years. We have hired very talented and engaged employees since we started in Dundalk in 2019 reaching 390 employees in 2022. I am passionate and committed to growing a diverse environment, celebrating equity and inclusion in the workplace.'*

*Brendan Mc Grath  
VP of Manufacturing & Site Lead*

**“Every drug can be made and every disease can be treated”**

