

Gender Pay Gap Report

Nordson MEDICAL Ireland 2024



Introduction



Understanding the Gender Pay Gap



Gender Pay Gap Figures



Key Findings



Addressing the Gender Pay Gap



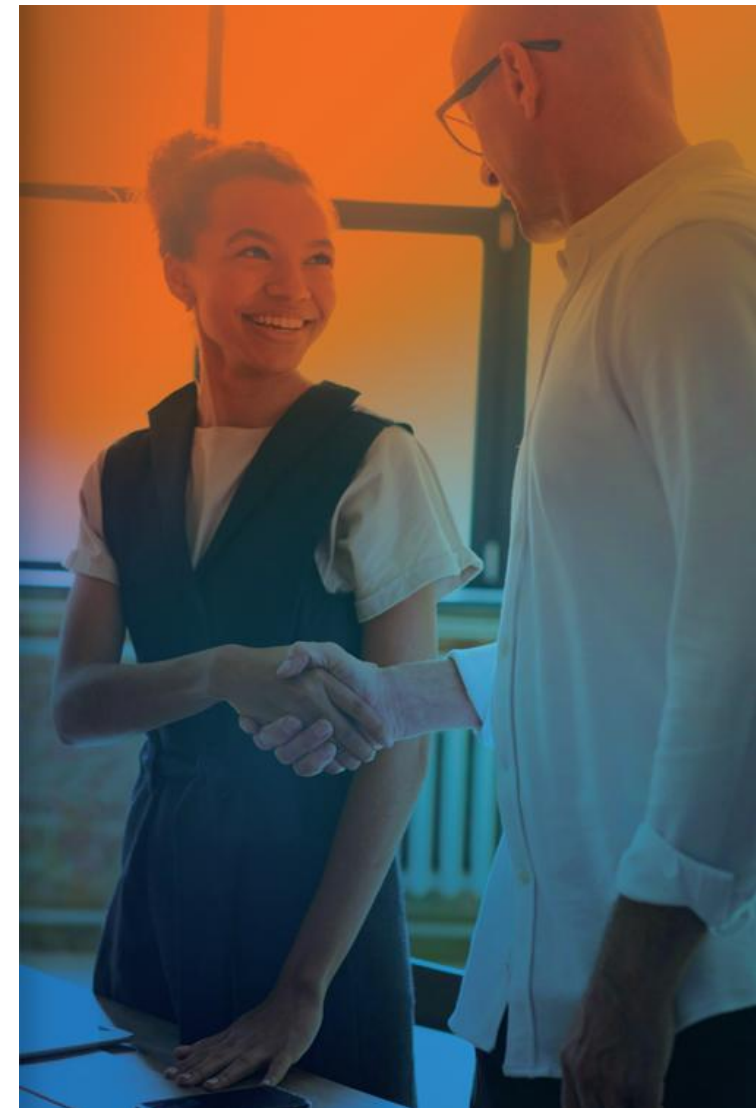
Conclusion

1. Introduction

At Nordson, we are committed to fostering a diverse and inclusive workplace where all employees are valued and rewarded fairly. As part of this commitment, we are publishing our gender pay gap report in compliance with the Gender Pay Gap Information Act 2021.

This report provides an overview of gender pay disparities within our organisation, outlines key findings, and details the steps we are taking to address any gaps.

This report presents the gender pay gap analysis for Nordson MEDICAL Ireland Ltd for the period of 01/07/2023 to 30/06/2024 across the Boyle and Galway sites. The report includes metrics on remuneration, bonuses, and quartile distributions by gender.



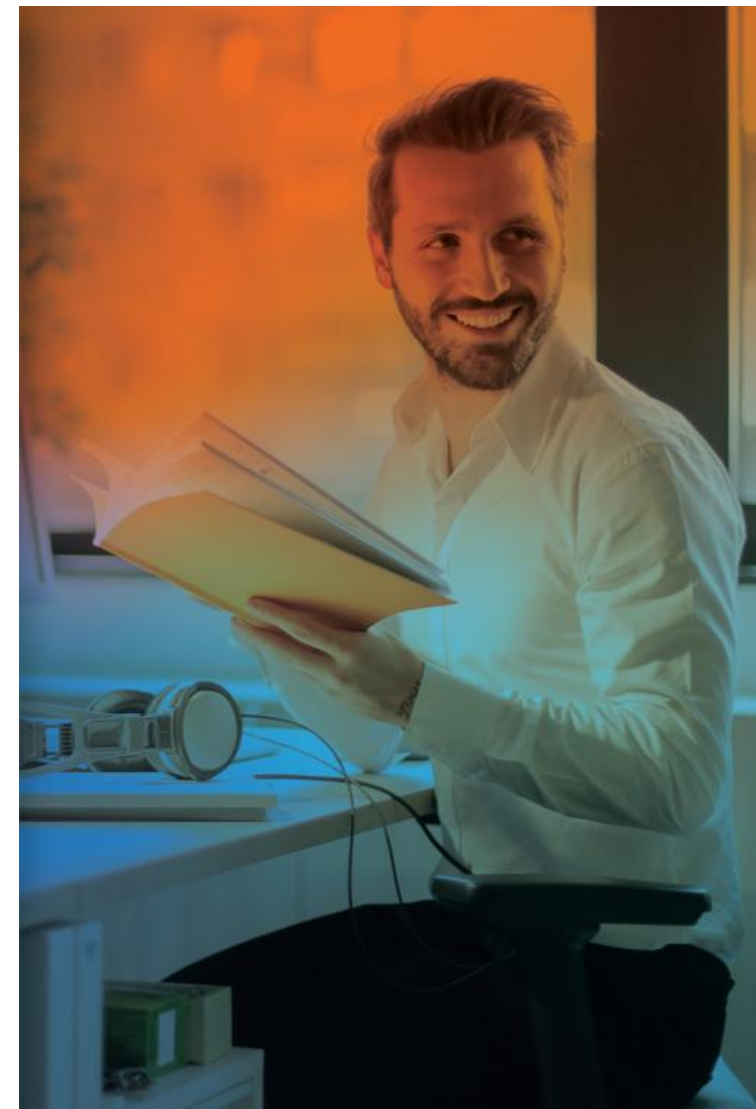
2. Understanding the Gender Pay Gap

The gender pay gap represents the difference in average earnings between men and women across the company, regardless of role or seniority. It is distinct from equal pay, which refers to ensuring that men and women are paid the same for equal work.

Mean pay gap is the average of a range of numbers. If we add together all the hourly remuneration of male colleagues and calculate the average, and do the same for female colleagues, the mean pay gap is the percentual difference in pay between the average male and female hourly remuneration.

Median pay gap is the middle point of a range of numbers when ranked from highest to lowest. If all our male colleagues stood in a line in order of lowest to highest hourly remuneration and all females did the same, the median pay gap is the difference in pay between the middle colleague on the male line and the middle colleague on the female line.

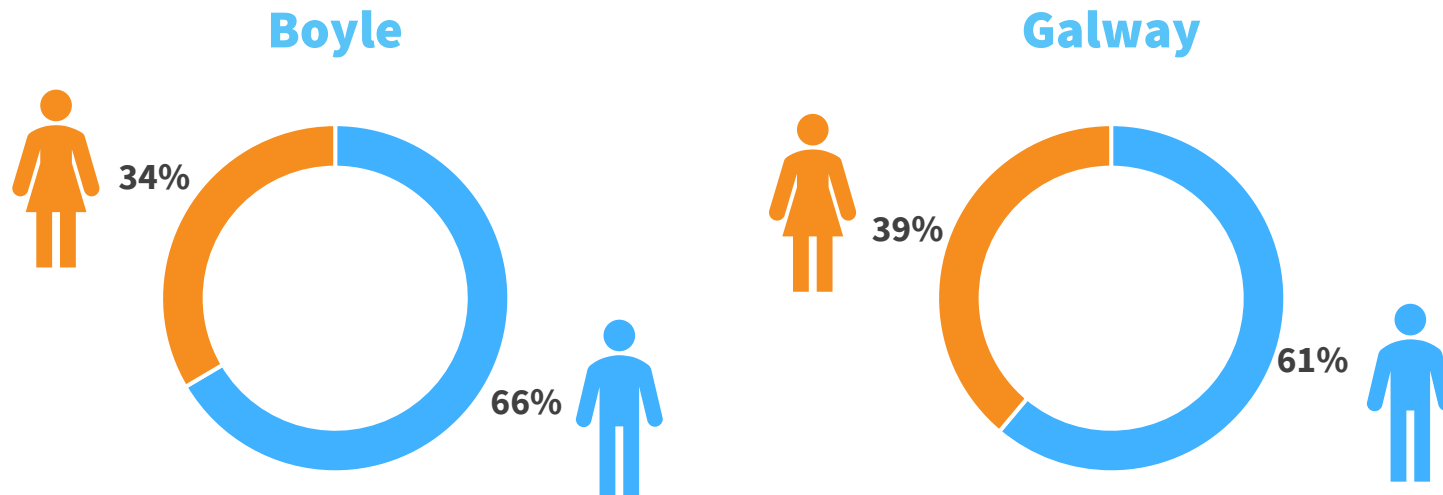
Pay Quartiles are calculated by dividing all hourly remuneration paid across the business, from lowest to highest, into four equal sized groups of colleagues and calculating the percentage of males and females in each.



3. Gender Pay Gap Figures

- **Headcount:** The gender pay gap figures for Nordson MEDICAL Ireland are based on data as of the snapshot period of 01/07/2023-30/06/2024 and calculated according to regulatory guidelines. During this period, the company had 248 colleagues. The headcount figures consider full & part time staff hired between the snapshot dates. These are for Directs, Indirect, Admin & Management between the Boyle & Galway sites.

Headcount by Gender



3. Gender Pay Gap Figures (BOYLE)

- **Gender Pay gap based on Hourly Remuneration:**

- Mean: **18.3%**
- Median: **-7.9%**

- **Gender Pay gap based on Bonus* paid:**

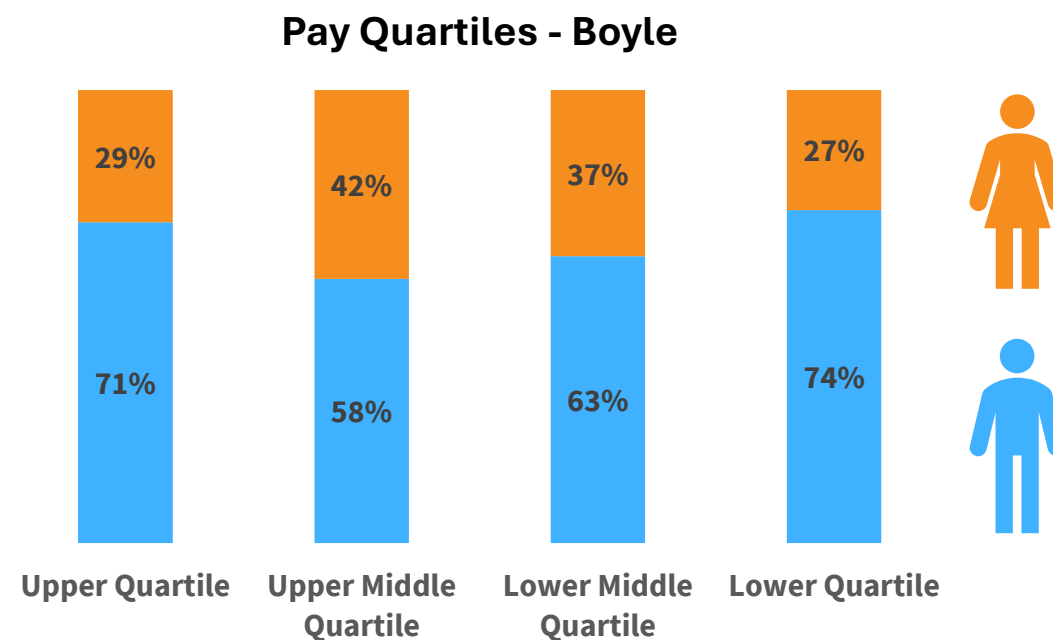
- Mean: **42.8%**
- Median: **-3.3%**
- Proportion of Males Receiving a Bonus: **88.4%**
- Proportion of Females Receiving a Bonus: **90.8%**

- **Benefit in Kind (BIK):**

- Proportion of Males Receiving a BIK: **72.1%**
- Proportion of Females Receiving a BIK: **69.2%**

- **Pay Quartiles:**

- The table on the right shows the distribution of men and women across pay quartiles within the company.



Note: *The base period for the report is 01/07/2023 – 30/06/2024. The reason for anyone not receiving a bonus is down to (i) the employee leaving before 31/10/2023, or (ii) there was a new employee who started after 01/11/2023 so they would not be eligible.

3. Gender Pay Gap Figures (GALWAY)

- **Gender Pay gap based on Hourly Remuneration:**

- Mean: **34.4%**
- Median: **35.2%**

- **Gender Pay gap based on Bonus* paid:**

- Mean: **81.4%**
- Median: **10.9%**
- Proportion of Males Receiving a Bonus: **78.8%**
- Proportion of Females Receiving a Bonus: **71.4%**

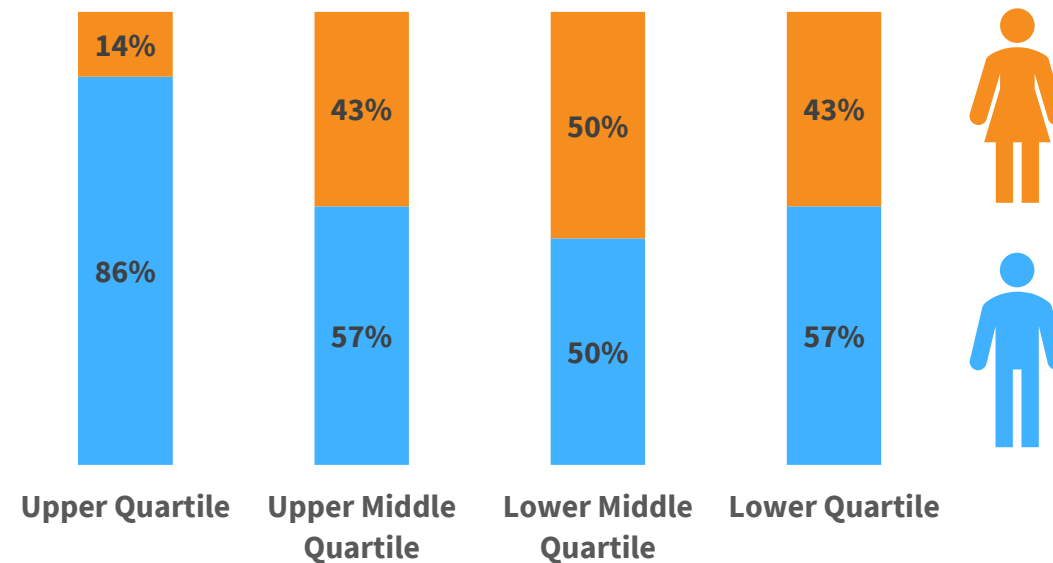
- **Benefit in Kind (BIK):**

- Proportion of Males Receiving a BIK: **69.7%**
- Proportion of Females Receiving a BIK: **85.7%**

- **Pay Quartiles:**

- The table on the right shows the distribution of men and women across pay quartiles within the company.

Pay Quartiles - Galway



Note: *The base period for the report is 01/07/2023 – 30/06/2024. The reason for anyone not receiving a bonus is down to (i) the employee leaving before 31/10/2023, or (ii) there was a new employee who started after 01/11/2023 so they would not be eligible.

4. Key Findings

- On reviewing the apparent gender pay gap we are satisfied that women and men are largely paid the same for similar roles.
- The overall difference in mean earnings identified in this report is due primarily to the underrepresentation of women in senior leadership roles. Historically, the Irish medical devices industry has been male dominated, but we are please to note that this is changing.
- There is a pay gap in the bonus payments to employees, and this is also primarily due to the underrepresentation of women in senior leadership roles which attract higher performance bonuses.



5. Addressing the Gender Pay Gap

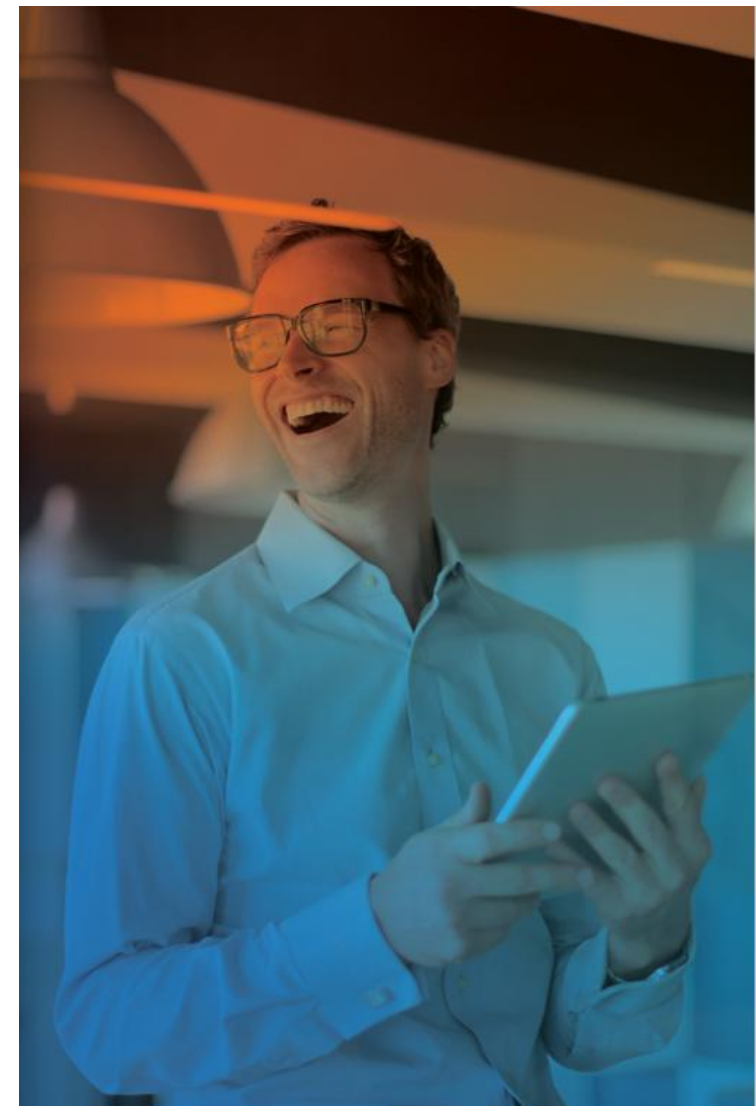
We recognise the importance of addressing the gender pay gap and are committed to taking meaningful action. Our key initiatives include:

1. Recruitment & Career Progression – We are constantly seeking diverse candidates, and we are committed to have diverse interview panels for all recruitment processes.

2. Talent Development – We are continuing to implement leadership development programs to support career progression for women in the company, seeking gender balance at upper quartiles.

3. Employee Engagement – We are always implementing actions to improve employee engagement, strengthening our focus on diversity and inclusion to foster an inclusive workplace culture.

4. Resource Groups – We have several resource groups to support all employees regardless of neurotype, race, gender, background or sexual identity and orientation. Some of these groups are Minds of All Kinds, Nordson Black Employee Network, Organization for Pride and Equity at Nordson, and Woman's Internal Nordson Network.



6. Conclusion

- Nordson is committed to closing the gender pay gap and ensuring that all employees, regardless of gender, have equal opportunities to succeed.
- According to our Code of Ethics, “We are committed to ensuring everyone, regardless of their race, religion or any other characteristic protected by law, has a fair chance to succeed at Nordson.”
- As per our Equal Opportunities Policy, “the company is committed to implementing equal opportunities in all its policies, practises and procedures, without discrimination on grounds of gender, marital status, family status, sexual orientation, religion, age, disability, race or membership of the traveller community”.
- While progress is ongoing, we remain dedicated to creating a more balanced and inclusive workplace.

