

Ireland Gender Pay Gap

Report 2024

A message from Linda Hayes



As a Credo-led business, we have a strong purpose-driven culture. We are passionate innovators who have put people first since our founding more than 135 years ago.

While we have a legislative requirement to publish an annual Gender Pay Gap Report, doing so strongly aligns with our Credo, which continues to guide us to ensure a diverse, equitable and inclusive working environment.

In this, our third consecutive Gender Pay Gap report, we reflect on our gender pay gap data and our continued progress towards gender equality.

For us, Diversity, Equity & Inclusion is a business imperative. We believe in the power of equity to shape a better business environment and healthier world and remain committed to closing the pay gap with consistent and sustained action over time.

Linda Hayes

Head of Human Resources, IM Supply Chain Value Chain Management, Procurement & One HR Ireland

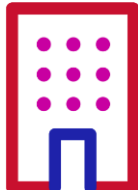
Johnson & Johnson Ireland

This report covers four entities of Johnson & Johnson's Ireland operations:



Janssen Sciences Ireland UC

Operating in Ringaskiddy, Cork since 2005, manufacturing medicines for immunology and oncology patients, addressing critical needs in areas such as Rheumatoid Arthritis, Crohn's Disease, Psoriasis, Psoriatic Arthritis and Multiple Myeloma. The site operates as a Global Centre of Excellence for Clinical Drug Substance and Drug Product Release and Stability Management.



Janssen Pharmaceutical Sciences Ireland UC

Operating in Little Island, Cork since 1981 manufacturing bulk active pharmaceutical ingredients for use in Neuroscience and Infectious Disease therapeutic areas for the treatment of Psychosis, HIV and many other ailments.



Johnson & Johnson Vision Care Ireland UC

A global leader in eye health and part of Johnson & Johnson MedTech. The Johnson & Johnson Vision site in Limerick is one of largest contact lens manufacturing facilities in the world, supporting the production of the company's fastest-growing daily disposable lenses for global markets.



DePuy Ireland UC

Part of Johnson & Johnson MedTech, has been operating in Ringaskiddy since 1997. The facility is the primary manufacturing site for Johnson & Johnson's joint reconstruction product portfolio.

About the Gender Pay Gap Report

At Johnson & Johnson, Our Credo reflects our belief in fair compensation and equal employment opportunities, development, and advancement for all. We are committed to rewarding employees in a fair, equitable and consistent way worldwide. When it comes to equal pay, our policy, in accordance with legal requirements, is to pay all our employees in line with their career level and experience, irrespective of gender.

The gender pay gap is the difference in average pay between all men and women in a business. The mandatory gender pay gap reporting obligations began in 2022 and applied to all employers with 250+ employees.

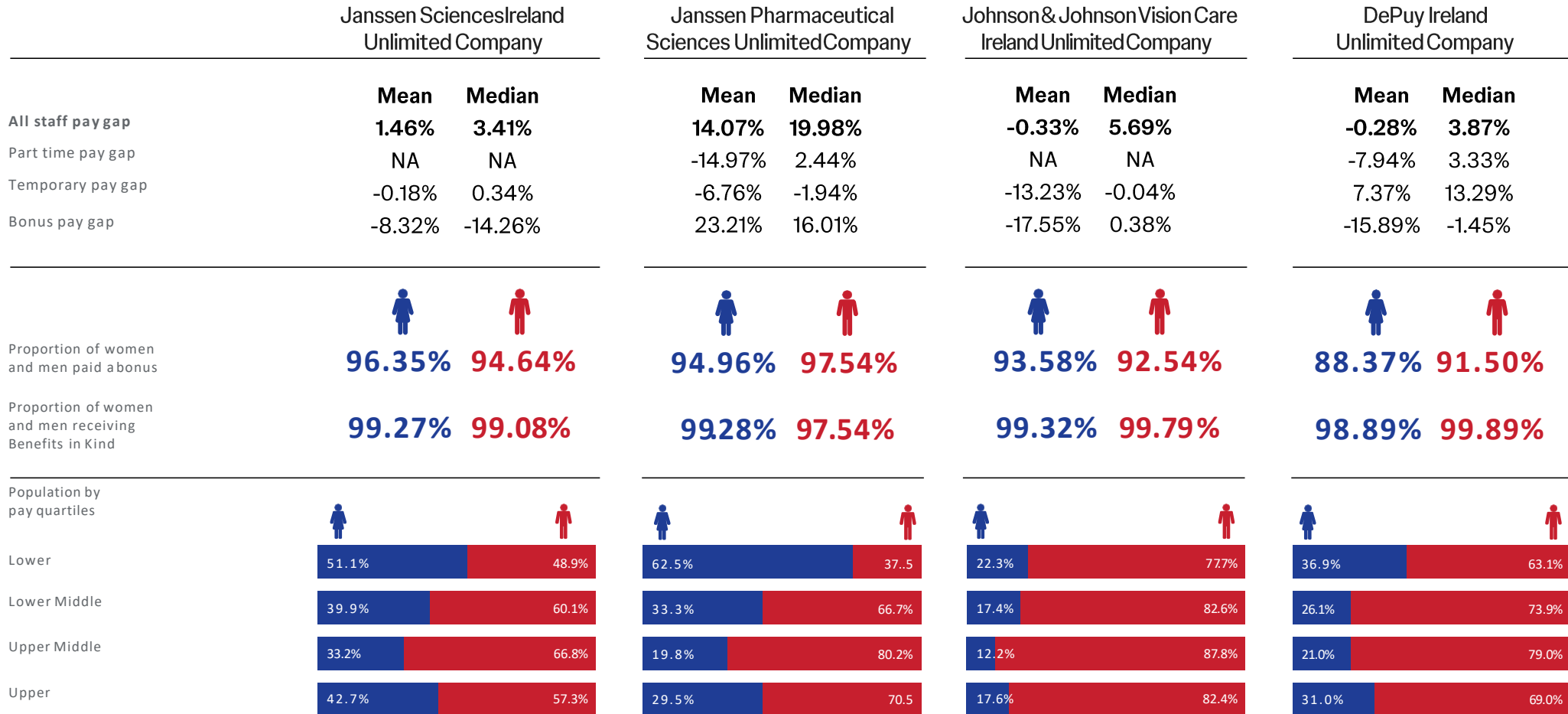
The Act widens the scope to employers with 150 or more employees in 2024 and to employers with 50 or more employees in 2025.

The gender pay gap is different from equal pay

It is important to note that the gender pay gap is different than equal pay:

- The **gender pay gap** is the difference in the average hourly pay of women compared to men in a business, without considering job function, job level, qualifications, performance and experience.
- **Equal pay** analysis compares the pay of employees performing the same or similar jobs.

Our gender pay gap data



Why is there a pay gap

The composition of our workforce remains the main driver of our pay gap. In our analysis, we have identified three main areas where gender distribution is impacting the gender pay gap and bonus pay gap.



More men in senior positions, with a longer length of service

Like many businesses in Ireland, our analysis shows we face a challenge with having a gender balance in senior positions, with a higher number of men in senior roles. We have continued our effort to increase female representation in senior roles and have seen significant progress.



More men in manufacturing roles

The four entities covered in this report are manufacturing and supply chain sites. There are currently more men in manufacturing roles that are eligible for overtime and shift work than women. We have made significant progress in recent years in developing programmes to address this imbalance and are attracting more women into roles in our supply chain.



Continuing challenge to recruit women into Science, Technology, Engineering and Mathematics (STEM) roles

Within our entities, and more broadly across Ireland, there is a challenge with recruiting women into STEM roles. STEM positions are essential for our business and addressing the gender imbalance in these roles continues to be a focus area for us.

Our approach to fostering an inclusive culture

We remain passionate about promoting an inclusive culture for all and recognise that meaningful change takes time. Our efforts focus on delivering lasting improvements through a three-pronged strategy:

- 01 Ensure personal and career development is supported at all levels
- 02 Continue making our workplace attractive and inclusive
- 03 Continue to increase the pipeline of future leaders

J&J

To learn more about our programmes and initiatives in this space please visit:

[Healthforhumanityreport.jnj.com](https://healthforhumanityreport.jnj.com)

<https://belong.jnj.com/2023/>



Our mission is to make diversity and inclusion our way of doing business.

We will advance our culture of belonging where open hearts and minds combine to unleash the potential of the brilliant mix of people, in every corner of Johnson & Johnson.

