

Gender Pay Gap Report 2025



About Gender Pay Gap

What is the Gender Pay Gap (GPG)?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce and it assesses the pay of all working men and all working women.

The report does not indicate discrimination, bias or an absence of equal pay for equal value work, but it does report a gender representation gap and the report will capture whether women are equally represented across the organisation.

Is Gender Pay Gap the same as Equal Pay?

No. Equal pay is not the same as the gender pay gap. The difference in the average hourly wages earned by men and women throughout a workforce is known as the gender pay gap.

The gender pay gap is calculated by determining the mean and median salaries of male and female employees at each organisation and is the difference between what male and female employees are paid at all levels.

What do you mean by mean and median salaries and what's the difference?

The mean pay gap is the difference between men and women's average hourly remuneration across the organisation.

The median pay gap is the difference between the middle paid woman's and the middle paid man's hourly remuneration.

Whether male and female employees are paid equally for comparable work and experience is determined by the concept of equal pay.

The legislation also requires that employers divide the workforce into quartiles. This is done by determining the hourly remuneration of employees for the relevant period. The employees are then ranked according to their rates of hourly remuneration and divided into four groups which act as comparator groups. This allows for comparisons to be drawn between male and female employees in the relevant quartiles.

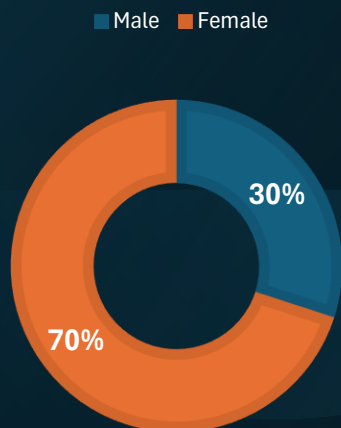
About PCO

Total Employees

143

Total in the Republic of Ireland as of the reporting date on 30 June 2025

EMPLOYEE HEADCOUNT BY GENDER



PCO is the market leading parallel importer of pharmaceutical products into Ireland

Established in 1986, We supply almost 95% of Irish retail pharmacies giving us the highest market penetration of any Irish Pharma Wholesaler. We also supply many HSE and Private Hospitals.

PCO has been servicing Irish Retail and Hospital Pharmacies for over 37 years. Our product range includes an extensive range of Prescription Only Medicinal Products, OTC products, Generics, Exempt Medicinal Products and High-Tech medicinal products. We take great pride in being in a position to offer our customers the most extensive range of parallel imports available in the Irish Pharmaceutical Market.

Industry Overview

According to findings from a 2023 report from BioPharmaChem Skillnet, there was a gender balance of males and females at junior and mid-career roles in the sector, however, this drops at the senior leadership team where women accounted for **34%** of roles.

Efforts are being made to improve diversity and inclusivity in this sector, with the goal of eventually closing the gender pay gap. **66%** of organisations surveyed in the report had EDI initiatives in place that had a specific focus on gender diversity.

The main challenge for the industry lies in retaining and promoting women into senior leadership within the industry.

Proportionately, within PCO, **56%** of employees in the upper quartile of earners are women and the percentage of women in the lower quartiles reflects the growing number of females entering the industry over the last 12 months.



What Does This Report Cover?

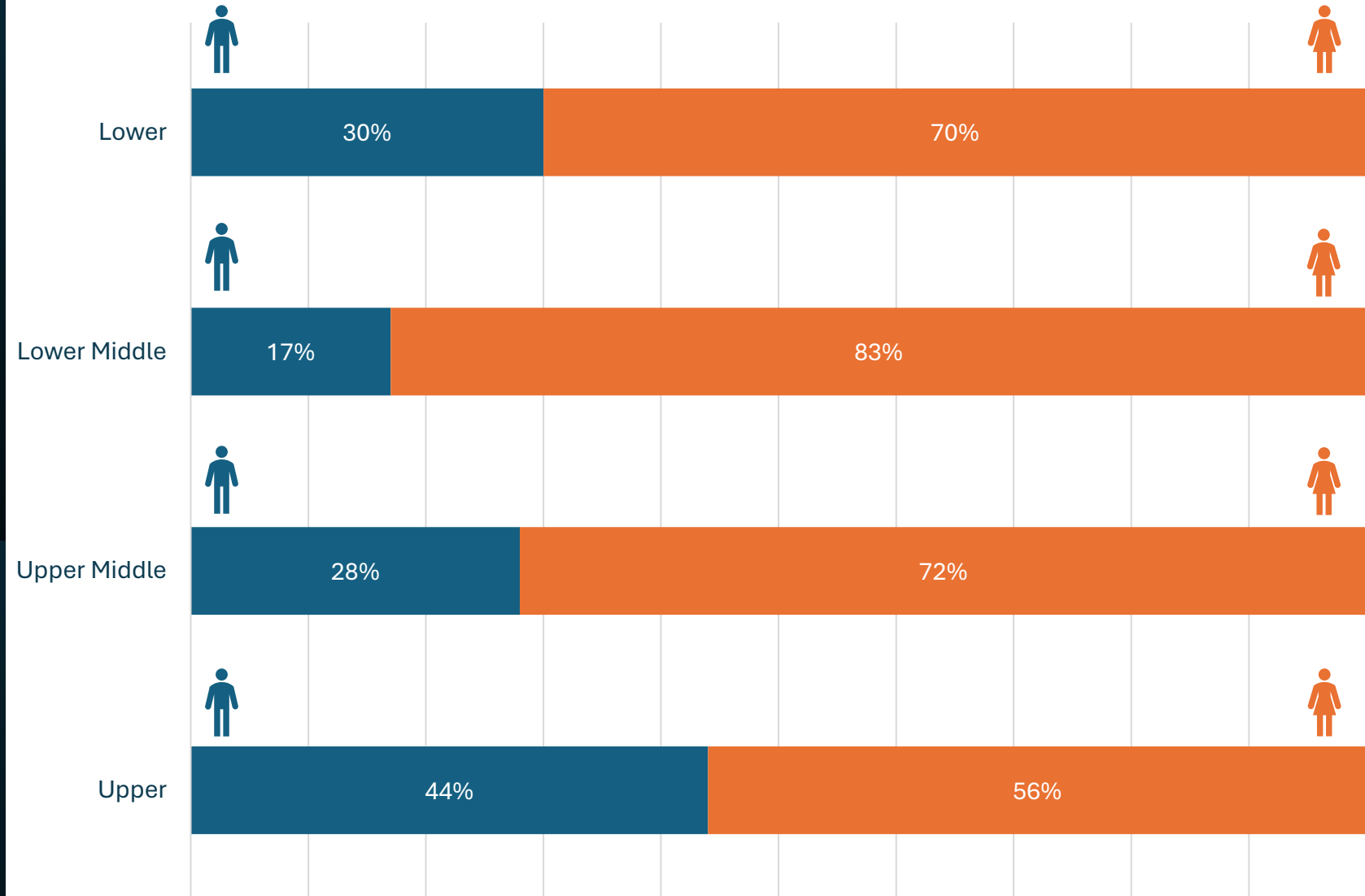
The Gender Pay Gap in the Irish Workforce of PCO is detailed in this report. It compares the wages of all employed men and women, not just those with comparable jobs, schedules or levels of skills, education and experience.

A gender representation gap is reported when there is a gender pay difference rather than when there is discrimination or no equal compensation for equal value work.

PCO supports diversity and inclusion and one of our key values is to treat every employee fairly and without prejudice.

What is the Gender Pay Gap at PCO?

Staff Split by Pay Quartiles:



	Mean	Median
All Staff Pay Gap	27%	9.9%
Part Time & Temp Staff Pay Gap	-17%	-7%
Bonus Pay Gap	30%	18%
		
% Men and Women Paid a Bonus	86%	97%
% Men and Women Received BIK	7%	0%

What Does Our Pay Gap Mean?

Our analysis shows that, similar to national trends in Ireland, our gender pay gap reflects the current representation of women within our industry. At present, there are fewer women in senior roles, which influences our overall pay gap.

Across all employees, the average hourly remuneration of all male employees is **27%** higher than the average remuneration for female employees. The median paid male employee is paid **10%** more than the median paid female employee.

A contributing factor for our pay gap is the difference in average bonus payments. Male employees who received bonuses were on average **30%** greater than bonuses received by female employees, which is reflective of the prevalence of male employees in key or leadership roles within the industry.

However, it is notable that for part-time and temporary employees, there is also gap in hourly average remuneration (**17%**) and median remuneration (**7%**) in favour of women.

Furthermore, **97%** of female employees received a bonus while **86%** of male

employees received a bonus within the last 12 months.

Within PCO, and the pharmaceutical industry in general, the primary reason for a gender pay gap is a result of the challenge we face in retaining female employees and developing them into senior roles.

The majority of our female employees are production operators or based within our administrative and support functions. Female employees tended to be underrepresented in senior management position.

It is an area that we are committed to addressing in our company and the wider sector and do all we can to retain and develop our existing female employees.

Addressing the Gender Pay Gap

How are we improving Gender Equality?

PCO is continuing to address and improve diversity and equality for all our current and future employees of our company. As a company, we are progressing the following activities:



Promoting equal opportunity for all roles by advertising job vacancies on our Careers Page to all employees, which is a key communication tool in the company.



Focussed career and development conversations as part of the company's approach to Performance & Development of our personnel.



We provide executive development coaching to all of our senior leadership team and senior managers to support them to perform effectively in their roles.



We provide management development training for new managers in PCO to help them understand their managerial role and effectively manage their teams.



We regularly conduct Train the Trainer sessions for our team leaders to help them become effective trainers for the rest of our employees.



We will continue to run Training Needs Analyses to identify what skills will require development as customer needs continue to evolve.



PCO also offers a range of enhanced work-life balance benefits, including Maternity Leave, Paternity Leave, Parent's Leave, and Parental Leave. Additionally, our Flexible and Remote Working policies provide employees with tailored options to balance their personal and professional commitments, fostering a supportive and adaptable workplace culture. We will continue to look for opportunities to develop additional supports that will attract and retain female talent in the industry.



PHARMA GROUP

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