

A woman in a yellow blouse is standing and presenting to two men seated at a conference table in a modern office. The background shows a large window with a view of a city. Two purple dots are positioned above and below the text.

Genzyme Ireland Ltd
Gender Pay Gap Report 2022

sanofi

Foreword

Sanofi – the ultimate controlling party of Genzyme Ireland Ltd (Sanofi) – is an innovative global healthcare company, driven by one purpose: we chase the miracles of science to improve people’s lives.

Our team, across some 100 countries, is dedicated to transforming the practice of medicine by working to turn the impossible into the possible. We provide potentially life-changing treatment options and life-saving vaccine protection to millions of people globally, while putting sustainability and social responsibility at the centre of our ambitions.

Diversity, Equity & Inclusion is a critical enabler of our broader ‘Play To Win’ strategy and is fully integrated in our People & Culture strategy and our commitment to

society. Given the scope of what we want to achieve and the need for focus at every level, our strategy is co-owned by every leader and employee and integrated into everything we do.

Globally, Sanofi is committed to achieving a 50:50 gender balance at senior leadership level by 2025. In Q3 2022, female representation among senior leaders reached 41.4% and female representation in executive roles was 36.2% (2025 target: 40%).

This ambition is mirrored in our Irish operations which centre on a large biopharmaceutical and medical device campus in Waterford and a commercial operation in Dublin.

“We in Ireland very much share the global Sanofi aim that all of our teams more closely reflect the society around us. This means ensuring that opportunities are open to all. Our global diversity, equity and inclusion ambition sums it up well;

‘We want to reflect the diversity of our communities, unleashing our best selves every day to transform the practice of medicine.’

Achieving real and lasting change takes time and that is also reflected in our journey to address the gender pay gap. While there are specific contexts that explain the data in this report and our gender pay gap is considerably smaller than the Irish norm, we cannot be complacent and will continue our commitment and drive in this important area. Towards this, we have a range of programmes aimed at increasing the number of females in leadership roles and to attracting more females to study and build their careers in the STEM (Science, Technology, Engineering & Maths) disciplines we draw from. We are also very supportive of the continuing interventions being made by the Irish government through various agencies to advance this agenda.”

Amy Brennan, Site Head and Director, Sanofi Waterford



Summary of gender pay gap report for Genzyme Ireland Ltd (business name: Sanofi)

The Gender Pay Gap Information Act 2021 requires organisations like ours with 250+ employees to report on gender pay gaps from 2022. We see this as complementary to our global and Irish-specific commitments to diversity, equity and inclusion.

This report and the figures in it apply specifically to our organisation in Ireland.

Our main findings in relation to Sanofi are as follows:

- We have a gender pay gap in favour of men for total hourly remuneration of 8.7% (mean) or 2.2% (median) – this is lower than the last reported national average.
- The gap arises primarily due to there being higher proportions of men than of women in many of our higher paid roles and specifically in manufacturing operational roles where shift premiums and overtime earnings apply.
- We have a bonus gap of 28.4% (mean) and 1.3% (median) in favour of men.
- The low median bonus gap is reflective of the equal treatment we apply to all employees in providing bonus outcomes.
- The high mean gap primarily arises from Sanofi's headcount including people who work in what are typically higher-paid global roles.

- **We believe that, in any given local role at Sanofi, men and women are paid equitably and we reaffirm our commitment to the principle of equal pay and opportunity.**
- While we are glad to see that the gender pay gap based on hourly remuneration is lower than the last gender pay gap reported for Ireland in 2018 of 11.3%, we know we have work to do to ensure equal opportunities and representation and have a strong team working on this area as a key business priority.
- Their work is already beginning to show encouraging results and more will come as we build a more inclusive and balanced talent pipeline.

The difference between the gender pay gap and equal pay

Equal Pay means men and women doing the same or comparable work are paid equally. Sanofi is already performing equal pay analysis annually to ensure that we are consistently applying equal pay principles.

The **Gender Pay Gap** measures the broad mean and median of pay for men and for women across the organisation. It takes no account of the different roles that may be occupied by men and women. For this reason, a company like Sanofi that applies equal pay principles can still have a gender pay gap.



Our gender pay gap metrics

The results below set out the gender pay gap metrics for Sanofi with a snapshot date of 30 June 2022 and a reference period of 1 July 2021 - 30 June 2022. In the period under consideration, we reported on 987 employees, of whom 398 were women and 589 were men. We had 276 people on temporary contracts and 15 people in part-time roles at the snapshot date in June.

The Gender Pay Gaps of -267.1% (mean) and -277.5% (median) for part-time employees cover a very low number of employees (15 in total). The reason for the very large differential relates to the gap in pay between student jobs and professional roles.

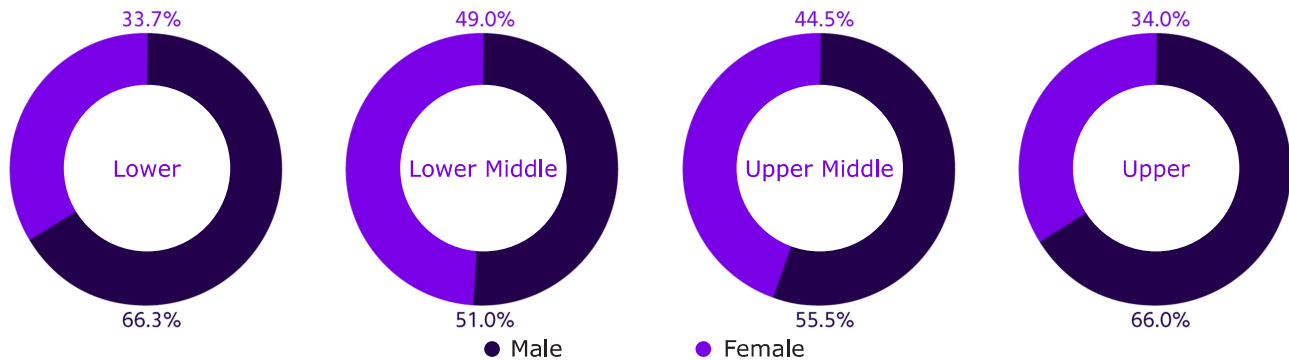
Hourly Remuneration (All Employees)	Mean	Median
	8.7%	2.2%

Bonus Recipients	Male	Female
	82.2%	79.6%

Bonus Gap	Mean	Median
	28.4%	1.3%

Benefits in Kind	Male	Female
	87.9%	82.4%

Hourly Remuneration by Quartiles



	Hourly Remuneration	
	Mean	Median
Part-Time Employees	-267.1%	-277.5%
Temporary Contracts	-5.1%	-12.8%

Understanding the figures

Hourly remuneration refers to the difference in total earnings between men and women on a mean (average) and median (middle ranking) basis. It is important to realise that this calculation includes everyone, not just those formally paid by the hour. A positive percentage indicates a gap in favour of men, while a negative percentage indicates a gap in favour of women.

Bonus recipients sets out the proportion of men and of women who receive any form of bonus. Bonuses for this purpose includes share awards as well as regular performance bonuses. Almost all employees in Sanofi receive a bonus. The reason for some people not receiving bonus was in most cases related to short tenure.

Bonus gap refers to the gap between men and women on the value of all bonus items taken together.

The lower quartile sets out, in respect of the lowest paid quarter of our employees by hourly remuneration, which percentage are men and which percentage are women.

The upper quartile sets out, in respect of the highest paid quarter of our employees by hourly remuneration, which percentage are men and which percentage are women. The same logic applies to the **lower middle quartile** and the **upper middle quartile**.

Benefits in kind sets out the percentage of our employees who are in receipt of non-cash benefits of monetary value – for example health insurance. All Sanofi employees are eligible for fully funded medical benefits, but some choose to opt out.

Note: the Irish legislative requirements are binary in regards to gender (specifying female compared to male). While we are reporting our statistics in the manner set out by law, at Sanofi, we recognise and support all gender identities.

Reasons we have a gender pay gap

Our gender pay gap arises primarily from differences in gender representation in different roles and at different levels within the organisation.

This in turn arises in large part from differences in gender representation in STEM disciplines and STEM roles in Ireland and globally.

Many of our higher-paying roles require a STEM background and experienced and qualified applicants here are more frequently male.

The macro picture in Ireland was summed up in March 2022 when the Department of Education published *Recommendations on Gender Balance in STEM Education*, stating:

“In Ireland, out of almost 120,000 people working in STEM, just a quarter are women. However, this phenomenon is not unique to Ireland.

For example, in Europe less than seven per cent of technology jobs are filled by women, with the number of female entrants to computer science in the US still declining. The STEM areas have traditionally attracted and retained more males than females. To make a STEM career appealing, all learners, and especially females, need to be made aware of the exciting opportunities available and be able to see people like them working in these areas.”

As progressive employers committed to fairness and equity and also given the importance of balanced and diverse teams to better business outcomes, we want to achieve a lower gender pay gap. We are confident that our global and local DE&I strategies will help us achieve this over time and in a sustainable way.



What is our company doing to ensure equitable pay?

As an organisation, we apply equal pay principles. We annually conduct an equal pay analysis across comparable roles to track our performance and inform new initiatives.

Our analysis indicates favourable performance in these areas, and we are committed to continued monitoring.

Our global DE&I strategy is based on three fundamental pillars:

- **Reflect** - Building representative leadership.
- **Unleash** - Creating a work environment where we can bring our best selves.
- **Transform** - Engaging with our diverse communities.

Of particular relevance in the context of equal opportunities for all:

- Each executive's performance scorecard will have annual gender balance KPIs (key performance indicators).
- Senior leaders will have at least 50% women in all new and replacement roles.
- Every succession plan will include at least 50% women that are either ready now or will be within two years.
- Recruitment to any open senior leadership roles will consider at least 50% female candidates.
- Every final interview round for any open senior leadership roles will have at least 50% female candidates.
- Pay equity plan is in place.

For Sanofi, our DE&I strategy mirrors the global ambition and adds specific concrete actions that are relevant to our operating environment. These include:

- Starting with our talent attraction and acquisition process, we have updated all of our recruitment adverts and job descriptions to ensure that the language used is gender-neutral and inclusive.
- We work closely with and fund CALMAST STEM Engagement Centre at South East Technological University to promote wider awareness of and access to careers in STEM. Ensuring girls have equal access to sectors where they are traditionally under-represented is an important part of this centre's focus.
- Each year, we host Transition Year students to give them exposure to our lab and manufacturing environments. At an even earlier stage, we work with Junior Achievement Ireland to bring science to life among primary schoolchildren with volunteers from our site team delivering in-class programmes.
- Across all of our emerging talent programmes (e.g. two-year graduate programme, apprenticeships, internships, and summer studentships), we ensure that females make up at least 50% of each intake, helping – over time – to increase the site's talent pool of future female leaders.
- A 16-week Women In Leadership programme with external group and 1:1 coaching as well as tailored networking and development opportunities, including guest speaker sessions;
- All new leaders receive training on inclusion as part of our 'Management Fundamentals' programme.
- Identifying and addressing any barriers to female participation at leadership level so that higher-paying senior roles are more attractive to prospective female candidates.
- All employees have access to training to help them identify and address any unconscious biases they may have.
- Hybrid working (two-three days working from home) introduced for all roles where it is practical – this has removed a major barrier to female participation in the workplace and has been very positively received.