

# GE Healthcare Ireland Gender Pay Gap Report 2022



## About GE

In 2022 GE celebrated 130 years of innovation and throughout 2022 GE progressed with spin-off activities to form three industry-leading, global public companies focused on the growth sectors of aviation, healthcare, and energy. GE Healthcare is expected to spin-off in early 2023, creating a pure-play independent healthcare company.

## GE Healthcare in Ireland

GE Healthcare employs more than 750 people at its key location in Cork, where we manufacture Contrast Media used in Xray, CT, MR, Interventional and Ultrasound procedures globally. GE Healthcare provides 100 million+ doses per year. We have seven owned cGMP accredited manufacturing sites globally, with Cork, Ireland being one of them.

Today we are publishing our first Gender Pay Gap report for Ireland. This report is based on data from 30<sup>th</sup> June 2022.



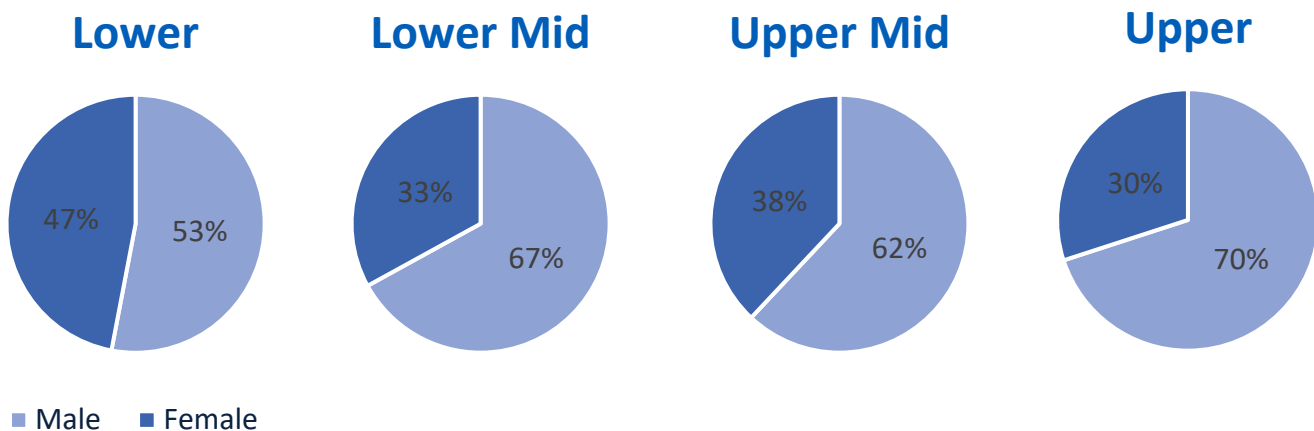


# GE Healthcare Ireland Ltd: Gender Pay Gap Results 2022

PAY GAP	MEAN	MEDIAN
All Employees	11%	2%
Part Time Employees	-19%	-48%
Temporary Employees	25%	17%

A negative (-) figure indicates females on average had higher pay or bonus earnings.

## Representation by Pay Quartile



Whilst our pay gap results show that our female employees earn, a ‘mean’ average of 11% less than male employees and a median average of 2% less than male employees, this is lower than the current reported estimated average for Ireland of 14.4%. The pay gap is primarily driven by the lower proportion and uneven distribution of female employees across the pay quartiles. The percentage of females in the lower pay quartile is far greater than in the highest pay quartile, which drives the gender pay gap.

In addition, this entity employs a number of higher paid, senior global roles supporting the global business. The fact that these roles are currently occupied mostly by males has contributed to the pay gap.

The results show part-time female GE Healthcare employees receive higher pay on average than males. We believe the very low representation of male employees in part-time roles is driving this result. In particular, there is a lower representation of part-time males in higher paid positions, whereas we see a more even distribution of females working part-time across all of the pay quartiles.



Within our temporary employee base, we have a mix of roles ranging from early career interns to senior technical specialists. We see a far higher percentage of females in the lowest pay quartile than we do across the other three pay quartiles. As an illustration, we have managed to achieve a majority female intake for our student interns. Whilst this contributes to a higher pay gap in the short term, it is important strategically to create a gender balanced pipeline in the future.

The report does not account for the different types of work that our employees undertake. We regularly review our approach to pay equity and are confident that we offer equal pay between our male and female populations undertaking comparable work.

## Bonus and Benefits in Kind

<b>BONUS PAY GAP</b>	<b>MEAN</b>	<b>MEDIAN</b>
All Employees	11%	-6%

<b>BONUS RECIPIENTS</b>	<b>MALE</b>	<b>FEMALE</b>
Employees receiving bonus	92%	86%

<b>BENEFITS IN KIND</b>	<b>MALE</b>	<b>FEMALE</b>
Employees receiving BIK	99%	96%

A negative (-) figure indicates females on average had higher pay or bonus earnings.

Our bonus gap results show that our male employees earn a 'mean' average of 11% more than female employees, but that females earn a median average of 6% more than male employees. We believe gender breakdown and the wide range of reward types captured in the data create certain data skews meaning it is difficult to draw clear inferences from these figures. In particular, the inclusion of equity awards which tend to only be earned by the most senior roles in the organisation; and the lack of female representation in these senior roles therefore appears to be a key driver of the gap.

We place more focus on the fact that the % of male and females receiving bonus is comparable. The small gap in bonus recipients is driven by the number of new hires and employees on a student placement who were not bonus eligible in the reporting period.

The only group not eligible for Benefit in Kind are student placement employees of which there are currently more female employees.



## Closing the Gap

Overall, the GE Healthcare Ireland gap is primarily driven by the lower proportion of female employees and an uneven distribution of female employees. GE Healthcare Ireland is primarily an industrial manufacturing business where the sector sees a reduced representation of females in senior, higher paid roles within engineering, technology, manufacturing and technical services.

We are committed as a Company to address the gaps identified in terms of the gender balance in our workforce. We recognise that increasing diversity in an industrial business takes time, investment, and dedicated action. GE Healthcare is committed to leading and accelerating this change with renewed vigour and focus. In particular ensuring our cohort of graduate and student intake is targeted at hiring diverse talent, generating a diverse pipeline and succession planning for senior positions. Our current intake for global leadership programmes is already gender balanced which demonstrates the significant progress that can be made with appropriate effort and focus.

GE's Women's Network provides visible role models and helps champion the development of women in GE. It has several initiatives aimed at growing GE's female population in critical roles including Women in Technology, Commercial Women, and Women in Operations. The Network is well supported internally, holding many training and networking events annually. As part of the GE Women's Network in Ireland, the Company sponsored two key female talents in nominations for two separate awards in the Cork division of Network Ireland, with one winning their respective category. Network Ireland Cork Branch is a non-profit, voluntary organisation which supports the professional and personal development of women. This is a relatively new activity for GE Healthcare, but something that we are keen to encourage more of our female employees to get involved with in the future.



Network  
Ireland



The business is committed to creating greater flexible working opportunities, including job share opportunities within the workplace and holding managers more accountable for driving the culture shift in openness to flexible working arrangements. We are training all our People Leaders on unconscious bias and discrimination to reinforce our focus on being an inclusive and diverse organisation. We will also be reviewing our family policies to support employees through life events that can be challenging or require extra support.

We recognize that closing the gap will take time and focus, but this is a challenge we are embracing to help deliver this change.