

21/12/2022

Gender Pay Gap Report 2022



SISK HEALTHCARE UNLIMITED COMPANY

SISK Healthcare is total solutions partner, representing global leading Medical Device manufacturers across a multitude of specialties.

SISK Healthcare has an inclusive culture driven by a shared purpose. At the heart of our culture is high commitment; loyalty; entrepreneurial leadership and employee engagement and wellbeing. At SISK Healthcare we embrace the full spectrum of diversity and have endeavoured to create the most agile, innovative and talented workforce; a workforce where employees thrive.

At SISK Healthcare our people are our most valuable asset. We benefit from the increasingly global nature of our business which brings together different ideas, experiences, and capabilities from across the globe. The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well. We embrace and encourage the differences that make our employees unique. SISK Healthcare is committed to gender diversity and equal pay across the business.

SISK Healthcare Unlimited Company was acquired by Uniphar Group in 2018. Since the acquisition of SISK Healthcare Unlimited Company, Uniphar launched its first ever global Equity, Diversity & Inclusion (ED&I) Policy and Employee Resource Groups including the Women's Alliance and Rainbow Alliance. Following a "Future of Work" employee listening exercise in 2021, and in recognition of the changing world of work brought about by the Covid-19 pandemic, the business launched hybrid working guidelines to assist employees who can avail of hybrid working, while also continuing to work with those in on-site or field-based roles by utilising our flexible working policies where possible. More recently, Uniphar has been named the *Irish Times Company of The Year* for 2021.

GENDER PAY GAP REPORTING REGULATION

The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

The legislation applies to entities employing more than 250 employees on a selected 'snapshot date' in 2022. This will apply to entities employing more than 150 employees by end 2024 and more than 50 employees by end 2025

The new regulation, effective 2022, requires the annual reporting by 31st December of data on the remuneration and bonus paid to males and females, and the differences in their hourly remuneration.

The full detail on gender pay gap reporting in the Republic of Ireland can be found at the below link:

[The Employment Equality Act 1998 \(section 20A\)\(Gender Pay Gap Information\) Regulations 2022](#)

Metrics To Be Reported

Total Hourly remuneration of females vs males

- Mean Pay Gap
- Median Pay Gap

(The mean and median pay gap of temporary and part-time employees is also required to be reported)

Bonus Pay of females vs males

- Mean Bonus Pay Gap
- Median Bonus Pay Gap

Remuneration Quartiles

Organise total remuneration from highest to lowest earner, allocate to quartiles and report proportion of women and men in each quartile of earnings

Bonus/BIK Participation

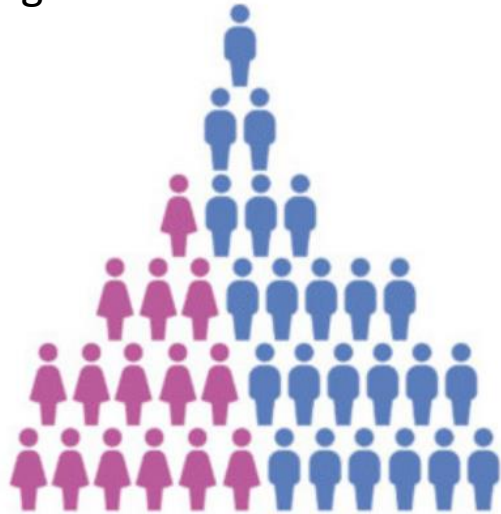
Proportion of women and men in receipt of a bonus payment
Proportion of women and men in receipt of BIK

UNDERSTANDING PAY GAP REPORTING

What is the difference between equal pay and a gender pay gap?

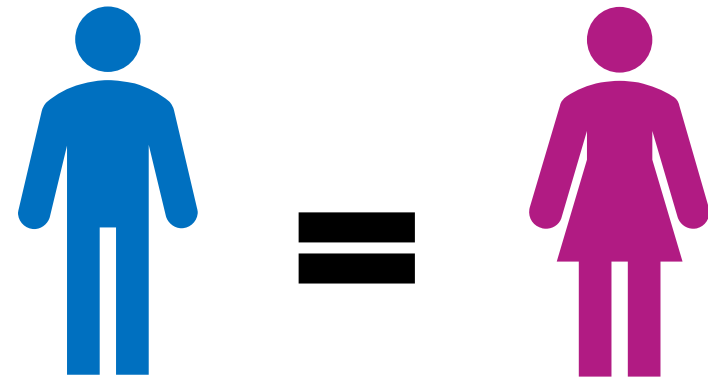
What is a gender pay gap?

A gender pay gap measures the difference between the mean earnings of all women and men across the business, irrespective of the work they do, expressed as a percentage of men's earnings.



Equal Pay

Equal pay for equal work relates to paying males and females equally for like work, work of equal value and work rated as equivalent.



A gender pay gap is different from equal pay.

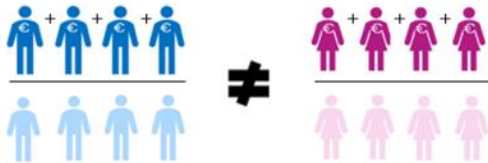
UNDERSTANDING PAY GAP REPORTING

How are the median and mean pay gaps calculated?

What is the mean?

The mean is the average of a range of numbers.

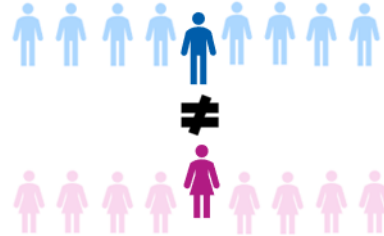
Mean pay gap – If we add together all the hourly remuneration of male colleagues and calculate the average and do the same for female colleagues, the mean pay gap (as a percentage) is the difference in pay between the average male and female hourly remuneration.



What is the median?

The median is the middle point of a range of numbers when ranked from highest to lowest.

Median pay gap – 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 (as a percentage) is the difference in pay between the middle colleague on the male line and the middle colleague on the female line.



Gender Pay Gap Definitions

Hourly pay - Hourly pay is calculated by adding together all elements of ordinary pay and bonus payments in a reference period and dividing total remuneration by the number of hours worked in the reference period.

Ordinary pay - Ordinary pay includes base pay, overtime, allowances and paid leaves.

Bonus pay - The cash value and equivalent cash value of any bonus payments made in the reference period.

Reference period - The reference period for 2022 Gender Pay Gap reporting is 1st July 2021 to 30th June 2022.

How is the bonus gap calculated?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps. However, this time we use the actual bonus paid to colleagues. We also report the number of male and female colleagues receiving a bonus (as a percentage of the total male and female population).




How are the pay quartiles calculated?

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.

OUR 2022 RESULTS

We strive to ensure that our policies, structures and working practices uphold our values at SISK Healthcare. We pay equal pay for equal work, and our analysis shows that, in the Republic of Ireland, men and women are paid broadly comparable salaries for comparable job roles. It should be noted that we operate within a complex business, containing a mix of sales and non-sales employees.

Our employee population have been previously affiliated to multiple legacy companies, acquired over time, with varying philosophies on pay. This is a factor that bears influence over each of the statistical measures outlined below. As our workforce is now consolidated under a single employing entity, we will continue to evaluate and align reward practices on an ongoing basis.

Headcount			
Headcount	151	123	274
Total Headcount %	55%	45%	100%

As a MedTech organisation, we have a diverse and highly skilled workforce requiring a high calibre of candidate to fill many highly specialised roles. From the demographic data provided above it is clear that there is a reasonable gender split across the organisation.

The overall mean gender pay gap is 25.9% and the median gender pay gap is 28.4%.



The overall mean Bonus Gap is 35.4% and the median Bonus Gap is 26.2%.

83% of females were in receipt of a bonus payment compared to 92% of males in receipt of a bonus payment.

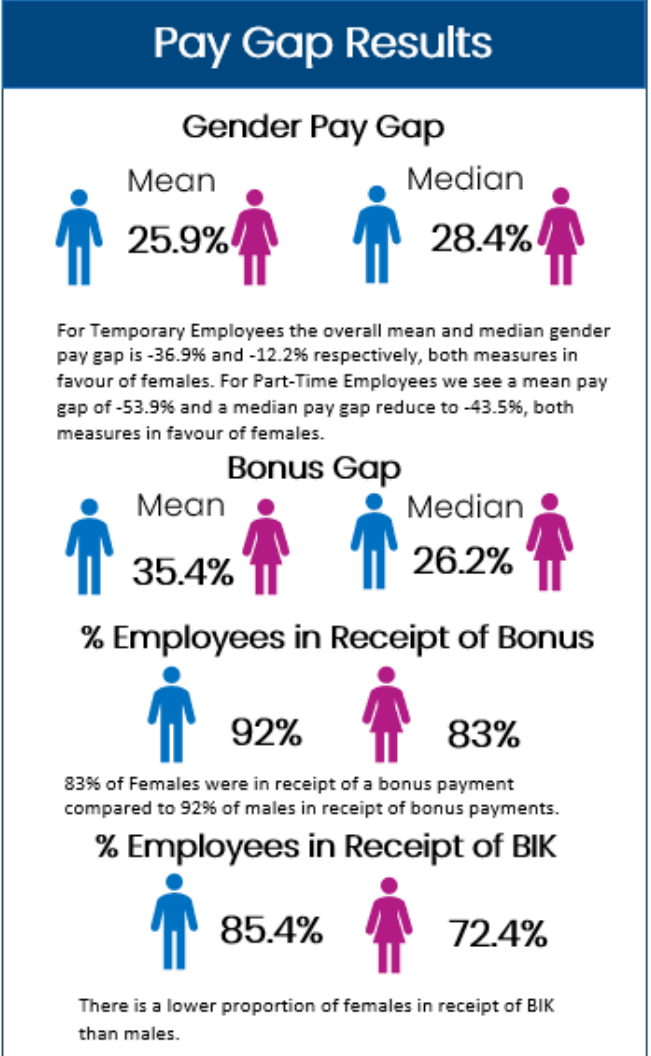
A key driver behind the Gender Pay Gap and Bonus Gap is a lower proportion of female representation at leadership level. Also, a greater proportion of the male population are in receipt of a bonus payment. There are variances on bonus payments which are attributable to legacy pay practices.

Additionally, deeper into the organisation, we are seeing that skilled trade roles, which are almost exclusively filled by males, command a higher average hourly pay rate due to regular overtime premium opportunity in comparison to equivalent level business support professional roles, which are typically filled by both females and males.

The measurement of the gender pay gap for our temporary and part-time workforce is based on a very small proportion of the overall employee population.

Remuneration Quartile Pay Band		
Lower Quartile	47.8%	52.2%
Lower Middle Quartile	45.6%	54.4%
Upper Middle Quartile	63.2%	36.8%
Upper Quartile	63.8%	36.2%

The analysis on pay quartiles is in line with expectations given the demographic spread across job roles within the organisation.



ADDRESSING OUR GENDER PAY GAP

We are committed to supporting and inspiring all team members across the business to reach their full potential. We recognize that it may take some time to see a reduction in the gap, however there are actions that the business is taking which can have a positive impact on the gap.

As we believe the gender pay gap is driven largely by our demographics in certain job roles, we will continue to monitor developments in relation to gender balance across job roles and as we do so, the following actions have been taken, or are being taken to enhance our opportunity to address the gap:

What we have done so far	What we will be doing
<ul style="list-style-type: none">➤ Launched Uniphar ED&I Policy.➤ Launched Women’s Alliance and Rainbow Alliance Employee Resource Groups.➤ Rolled out hybrid working guidelines to our employee population where possible.➤ Launched a mental health and wellbeing program to support all of our employees➤ Applied flexible working practices to our employee population where possible.	<ul style="list-style-type: none">➤ Promote company ED&I Policy and Employee Resource Groups to enhance employee awareness and allyship.➤ Roll out of ED&I awareness training to our employees.➤ Develop a recruitment policy and consistent recruitment practices which incorporate our ED&I principles.➤ Build a talent development framework to develop a diverse pipeline for key roles.➤ Utilise newly launched HRIS system to evaluate business analytics and management information through a diversity lens.