

2022
Ireland
Gender
Pay Gap
Report



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An introduction from HR



This gender pay gap report was developed by Bristol Myers Squibb Ireland in response to the Gender Pay Gap Information Act, an initiative by the Irish government requiring companies that employ more than 250 people to publish annual gender pay gap data.

This report fulfils that obligation across Bristol Myers Squibb Ireland, even though only one of our entities (Swords Laboratories Ireland) employs more than 250 people. In the spirit of transparency, we have chosen to report at the combined Bristol Myers Squibb Ireland group level.

We value every individual for their unique contribution and the diverse experience and perspective they bring to our organisation. Our diverse and inclusive culture will continue to support better outcomes for all patients and their loved ones - and for our colleagues. We seek diversity in all aspects of our business, from the most senior roles where strategies are developed, to those working in the teams executing our critical business functions.

Our latest data shows that differing representation of men and women at all levels and disciplines at Bristol Myers Squibb Ireland is driving our gender pay gap of 15.5%. We must work to close this gap and we are committed to accelerating programmes on three fronts - supporting our talent pipeline, succession planning, and advancing the career development of women from the moment they join Bristol Myers Squibb.

Aisling Boland
HR Business Partner

“We lead with our value of inclusion to advance a workplace where our colleagues feel they belong, and their unique perspectives are valued and rewarded.”



How is the gender pay gap calculated?

The gender pay gap and equal pay are **not** the same thing.

Equal pay, a legislative requirement, ensures that men and women receive the same pay for doing the same job. In line with this requirement, men and women at Bristol Myers Squibb Ireland receive equal pay for performing the same or comparable roles, including the opportunity to earn an annual incentive bonus.

The gender pay gap shows the difference in the average hourly pay of men and women across the entire Irish workforce, irrespective of the role they perform, or level of seniority. In a population with unequal numbers of men and women, **even when there is equal pay** there will be a **gender pay gap**.

The **mean gender pay gap** is calculated by adding up the pay of all male and female employees respectively to obtain the average for each gender, and the difference is expressed as a percentage of average men's earnings.

The **median gender pay gap** is determined by listing all employees' salaries in order from lowest to highest (or highest to lowest) and finding the number in the middle of this sequence, then comparing the results for men and women.

Explaining the difference between equal pay and gender pay

Equal pay

Men and women doing **similar jobs** are paid similar salaries.



Mean pay gap

Add all the salaries of the men and divide by the number of men, do the same for women and compare the difference.

Median pay gap

List all the men in order of salary, take the salary of the one in the middle, do the same for women and compare the difference.

Gender pay

The difference in the **average** pay of men and women across the **whole organisation**.

An example organisation

All employees in each remuneration quartile are paid the same.



What this means

In a population with unequal numbers of men and women in each quartile, **even when there is equal pay** there will still be a gender pay gap.

Note: It is important to note that the Irish legislative requirements are binary with regards to gender (specifying women compared to men). Whilst we are reporting our statistics in the manner set out by law, at Bristol Myers Squibb, we recognise and support all gender identities.

Results are based on data from 1 July 2021 to 30 June 2022 using mean and median hourly pay for full time, part-time and temporary (fixed term) employees.¹

Hourly pay is determined by:

1. Identifying all amounts of ordinary pay (basic salary plus other types of pay such as overtime, shift premium, allowances). Bonuses and car allowances are included in this calculation, but company fleet vehicles are not).²
2. Adding together ordinary pay and bonus remuneration.
3. Dividing the sum of the amounts referred to in (2) by the total number of working hours worked by the employee during the relevant pay period.

Bonus pay includes payments that are not in ordinary pay or benefits-in-kind.

Bonus and benefits recipients: Percentage of employees who have received a bonus or a benefit-in-kind. Benefits-in-kind recipients are employees who received non-cash benefits of monetary value, for example medical / health insurance, or a company car.

1. Full-time, part-time and temporary breakdown are only legally required in respect of hourly pay figures but not for bonus pay, bonus and benefit recipients and pay quartiles.
2. The relevant pay period is the 12 months ending on June 30th 2022.



Closing the gender pay gap

Bristol Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. Globally, the company has c. 30,000 colleagues and Ireland employs over 800 individuals across three locations:

- Cruiserath Biologics Campus
- Bristol Myers Squibb Dublin Office; various global functions including External Manufacturing Headquarters
- External Manufacturing - Shannon, Co Clare

The majority of employees in Ireland work at the Cruiserath Biologics campus.

Using the required government definitions, Bristol Myers Squibb Ireland has a mean gender pay gap of **19.9%**, and a median gender pay gap of **15.5%**. Our mean gender bonus gap is **24.6%**, and median gender bonus gap is **14.3%**.

As this is our first Gender Pay Gap report, we are working on better understanding this data and where our gaps are to identify where we can evolve our current initiatives, or develop new ones.





While Bristol Myers Squibb provides equal pay for men and women in the same roles, a gender pay gap exists due to differing representation of men and women at various levels and disciplines in the organisation. At Bristol Myers Squibb Ireland, as in many other companies, higher paying jobs reside in the upper quartiles of the organisation, where there are more males than females (64.1% : 35.9%). This is the key factor in our hourly pay gender gap. It also explains our median bonus pay gender gap, because bonuses are usually proportionate to salaries, and there is a higher proportion of men in the upper quartile.

“We are confident that by accelerating programmes to support our talent pipeline and maximise the development of women as they join Bristol Myers Squibb, we will narrow our gender pay gap.”



Our commitment to gender Inclusion & Diversity

We believe that when diversity is celebrated and inclusion is intentional, everyone benefits, *especially our patients*; therefore, we must continue to maximise the potential of every individual at BMS by creating a sense of belonging.

We expect our employees to champion our inclusive culture, and we support them to do this via development, training and regular information meetings.

Our commitment to diversifying broader representation of our workforce extends to all levels. The best way to work towards representation is through our Ireland specific I&D programme, alongside our People and Business Resource Groups (PBRGs).

- **Attracting female talent:** Global Inclusion & Diversity co-collaborates and co-partners with Talent Acquisition to ensure we reinforce inclusive hiring. We focus on making the best hiring decisions aimed at benefitting job candidates across various dimensions of diversity, including race, ethnicity, national origin, age, sex, sexual orientation, gender identity or expression, disability.

In Ireland, we leverage an inclusive hiring strategy to support our talent objectives:

- 1. Ensuring diverse slates or diverse interview panels:** Requiring a diverse slate of qualified candidates helps mitigate similarity bias - the inclination to surround ourselves with people who think, act, and look like us.
- 2. Identifying best candidates:** Educational credentials are important in a science-based organisation, but Bristol Myers Squibb also considers holistic and transferable job skills to identify best candidates for roles.
- 3. Leading fair and structured interviews:** Bristol Myers Squibb uses a structured interview, ensuring the hiring committee identifies skills and values essential to the job and the team.



- **Retaining female talent:** At Bristol Myers Squibb, PBRGs play an important role in enabling the Global Inclusion & Diversity strategy and ensuring strong business outcomes for our patients, colleagues, and industry. PBRGs represent one key strategy to support the business objectives, career advancement and development needs of our employees. Members network, learn skills, participate in learning development events and contribute to the company's business objectives in a tangible way.
- Our five PBRGs empower members as business leaders, adding value through the execution of business plans and accelerated leadership development. Currently, 46% of our employee base in Ireland are a member of at least one PBRG.
- The Bristol Myers Squibb Network of Women (B-NOW) PBRG plays an important role in retaining talented women and driving equitable advancement and outcomes for all by leading with our value of inclusion. The B-NOW vision is to ensure that all women at Bristol Myers Squibb have the opportunity to advance their career, including to executive and c-suite levels, creating a powerfully diverse, globally inclusive workplace to achieve a competitive advantage. B-NOW embraces gender diversity through various programmes, initiatives and activities so that all women at Bristol Myers Squibb have opportunities to develop, advance, be recruited and retained globally.



- **Cultivating an inclusive culture:** We lead with our value of inclusion and have several priorities and programmes underway to ensure all colleagues feel valued and a sense of belonging at Bristol Myers Squibb. These include:
 - **Unconscious bias education:** We have deepened our focus on unconscious bias workshops for our global leadership team, managers and our employees. Our senior leaders participated in customised unconscious bias education. Expanding this knowledge into the organisation, more than 7,700 leaders and managers across Bristol Myers Squibb had the opportunity to attend unconscious bias education training and access resources for their teams.
 - **Possibility Lives:** This is a culture change programme based on neuroscience research mobilised through nearly 800 global ambassadors and verified inclusion partners around the world. It aims to help individuals build inclusive habit formation, helping us to lead with our value of inclusion to advance a workplace where our colleagues feel they belong and are valued for their unique perspective.
 - **Speak My Mind:** This helps drive organisational performance, improve decision-making, include diverse thinking and innovative solutions and encourage a sense of belonging and feeling valued.

Providing tools and resources for people managers, Speak My Mind encourages managers to lead with vulnerability and create an environment of psychological safety and inclusivity, so employees feel comfortable speaking up.
- **Leveraging external relationships for Inclusion & Diversity:** We partner with external stakeholders to develop and advance women and recruit top diverse STEM talent.
 - We have formed an external partnership with the Healthcare Businesswomen’s Association (HBA) to implement best practice in the advancement of women in the Irish healthcare sector. Bristol Myers Squibb Ireland has participated in the HBA Programme since 2019 with 20+ individuals signing up each year.
 - Our Cruiserath manufacturing site was the first ever manufacturing facility across all industries to join and roll out a HBA programme. Two of our female employees received Ambassador Visionaries of the year for this work.
- **Early Career Programmes in Ireland:** We hire diverse talent each year into our Intern Programme and Graduate Rotational Programme.
 - 55% of interns hired through the Ireland Intern Programme since 2017 have been female and 63% of graduates hired on our Cruiserath Graduate Programme have been female.

Gender pay statistics

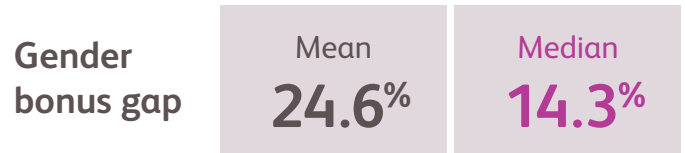
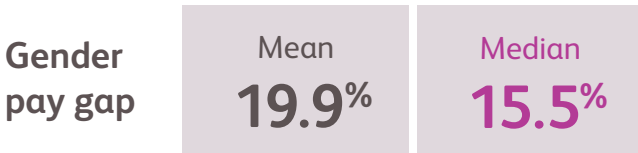
The figures below show our overall mean and median gender pay gap (on an hourly basis as defined earlier); mean and median gender bonus gap; and pay quartile data calculated in line with the requirements of the gender pay gap regulations.

We are committed to continually reviewing the data and working in collaboration with our colleagues across Ireland to make ongoing improvements in reducing the gender pay and bonus gaps.

We report on the results for all BMS employees in Ireland collectively. In keeping with the legislation, we also publish separate metrics for Swords Laboratories Ireland, which is the only BMS entity that meets the 250 employee threshold in Ireland.



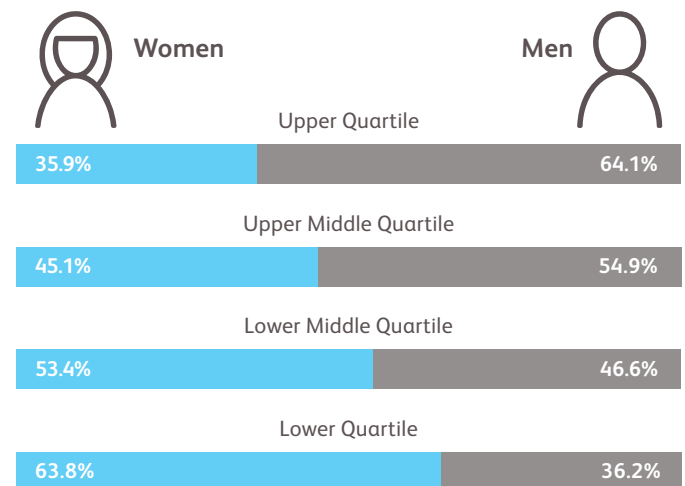
BMS Ireland



Proportion of employees who received bonus pay



Proportion of female and male employees in each salary quartile band



Proportion of employees who received benefits-in-kind



Statutory disclosure

Gender pay gap: mean

6.6%

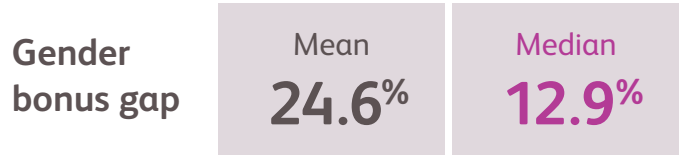
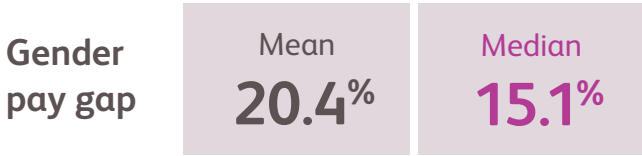
Gender pay gap: median

29.8%

BMS Ireland has no male part-time employees.

Bristol Myers Squibb Ireland – temporary contract employees (fixed term)

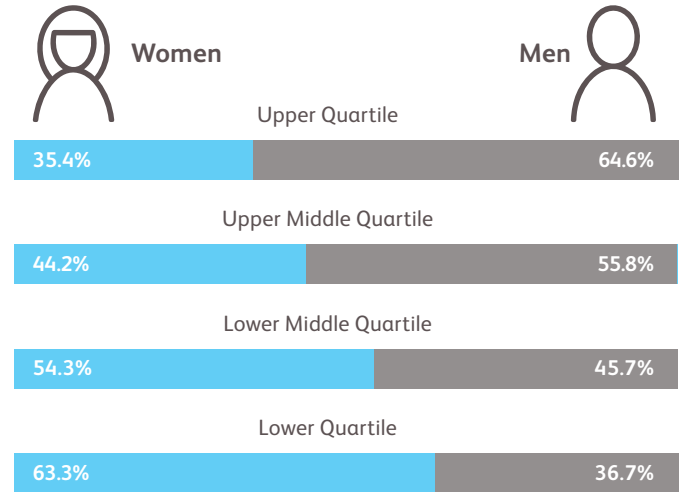
Swords Laboratories Ireland



Proportion of employees who received bonus pay



Proportion of female and male employees in each salary quartile band



Proportion of employees who received benefits-in-kind



Statutory disclosure

Gender pay gap: mean

6.6%

Gender pay gap: median

29.8%

Swords Laboratories Ireland – temporary contract employees (fixed term)

Bristol Myers Squibb Ireland's Swords Laboratories entity is the only entity with temporary employees. There are 80 temporary employees. Bristol Myers Squibb Ireland has no male part-time employees, which is why this report does not contain the difference between the mean hourly remuneration of part-time male and female employees.

