

WuXi Biologics Employee Diversity Policy





Ireland is the latest country across Europe and USA to introduce mandatory gender pay gap reporting. The aim is to address gender pay gaps in the workplace

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

The Gender Pay Gap information Act 2021 requires organisations to report their hourly gender pay gap across a range of workforce employed on this date. WuXi Biologics snapshot date is June 30th 2022.

compares well with the EU average of 16.7% and has the 11th lowest gap out of 28 EU countries. Ireland currently performs





The mean pay gap is the difference in the arithmetic average hourly pay for women compared to men, within our organisation

The median represents the middle point of a population

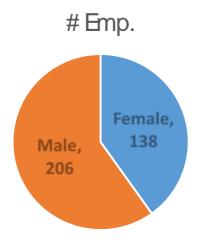
In order to group employees into quartile pay bands, the employer must create a ranking of employees based on their remuneration from lowest to highest. This is then divided into quartiles, lower, lower middle, upper middle & upper

WuXi Biologics Gender 03 Pay Gap Report



Snapshot date: 30th June 2022





Mean Pay Gap	Median Pay Gap	
8%*	18%	

Mean Pay Gap	Median Pay Gap	
0%	0%	

Mean Pay Gap	Median Pay Gap	
0%	0%	

Mean Pay Gap	Median Pay Gap	
6%	8%	

Male	Female	
100%	100%	

Male	Female	
77%	81%	

	Male	Female
Lower (Q1)	53%	47%
Lower Middle (Q2)	47%	53%
Upper Middle (Q3)	72%	28%
Upper (Q4)	67%	33%





The current Mean Pay Gap for WuXi Biologics is 8%. The main contributing factor for this is the higher % of male employed by the company at different levels as referenced in point 1 & 7 in the report.

When reviewing the gap between parttime/temporary employees the percent is 0%. The rationale outlined in point 2 & 3 in the report

this category.

When we consider the Benefit-In-Kind (BIK) difference in point 6 of the report the main rationale behind this is the increased participation of female employees in the healthcare provision provided to employees.





Sharon Conlon HR Director WuXi Biologics Ireland Ltd



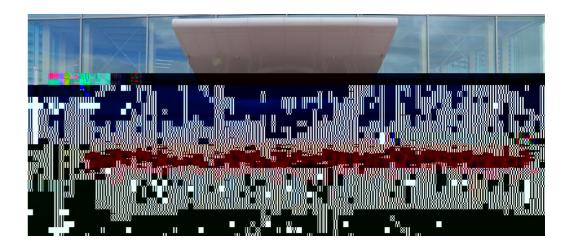


Promote opportunities for further development utilising the Education Assistance Programme within WuXi Biologics Develop and educate employees regarding our career progression model further highlighting inter5(g 24(i78TJETQ EMC / PAMCID 18>BDCq0.000013515 0 906.96 510 reW* nBT/F4 18 Tf 1 0 0 1 26

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