



Gender Pay Report

Ireland 2022

Gender Pay Gap

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Introduction to Teleflex Gender Pay Gap Reporting 2022

This report looks at the gender pay gap across the 740 employees at Teleflex as at the snapshot date of 30 June 2022.

Teleflex is a global provider of medical technologies designed to improve the health and quality of people's lives. We apply purpose driven innovation and a relentless pursuit of identifying unmet clinical needs to benefit patients and healthcare providers. Our Core Values define our company, shaping our corporate culture, guiding our business practices, and directing the way we interact with our stakeholders.

Our Core Values revolve entirely around people - from our patients and healthcare professionals to our employees and stockholders, to our suppliers and distributors, to the countless individuals who make up the communities we serve around the world. In line with these values we strive to be a diverse and progressive employer.

This report reflects our obligations as an employer based on the Gender Pay Gap Information Act 2021. This Act currently places reporting obligations on any Irish employer with more than 250 employees.

A gender pay gap is the difference in the average pay and bonuses of all male and females across an organisation. The gender pay gap calculations do not account for differences in pay due to the nature of the role, grade or years of service. All of these factors impact the results. The gender pay gap is different to equal pay which means paying women and men the same salary for performing the same, similar or work of equal value. This report focuses only on gender pay gap reporting, as distinct from equal pay.



What Is Gender Pay Gap Reporting?

Overview of the Reporting Obligations

In Ireland, every employer with at least 250 employees on a chosen snapshot date in June 2022 must report its gender pay gap

Who

A “relevant employee” means an employee of a relevant employer on the relevant date and includes part-time and temporary employees. Agency staff that are contracted and paid by an agency are excluded

When

Based on Teleflex’s chosen snapshot date of 30 June 2022, the deadline for this years reporting is 30 December 2022. The findings are based on 12 months of data from 1 July 2021



Where

The report is published on our website (and kept online and publicly available for three years from the date of publication)

What

This report includes the statutory figures, analysis of same and our measures to address the gap

Mean & Median

The gender pay gap shows the difference between the mean (average) and median (mid-point) pay of male and female employees, expressed as a percentage of male employee’s earnings

Quartile bands

The proportion of male and female employees in four quartile hourly pay bands ranked from lowest hourly rate to highest hourly rate. It is done by dividing the workforce into four equal parts

BIK

The proportion of male and female employees who received benefit in kind (BIK) which includes any non-cash benefit of an estimated monetary value

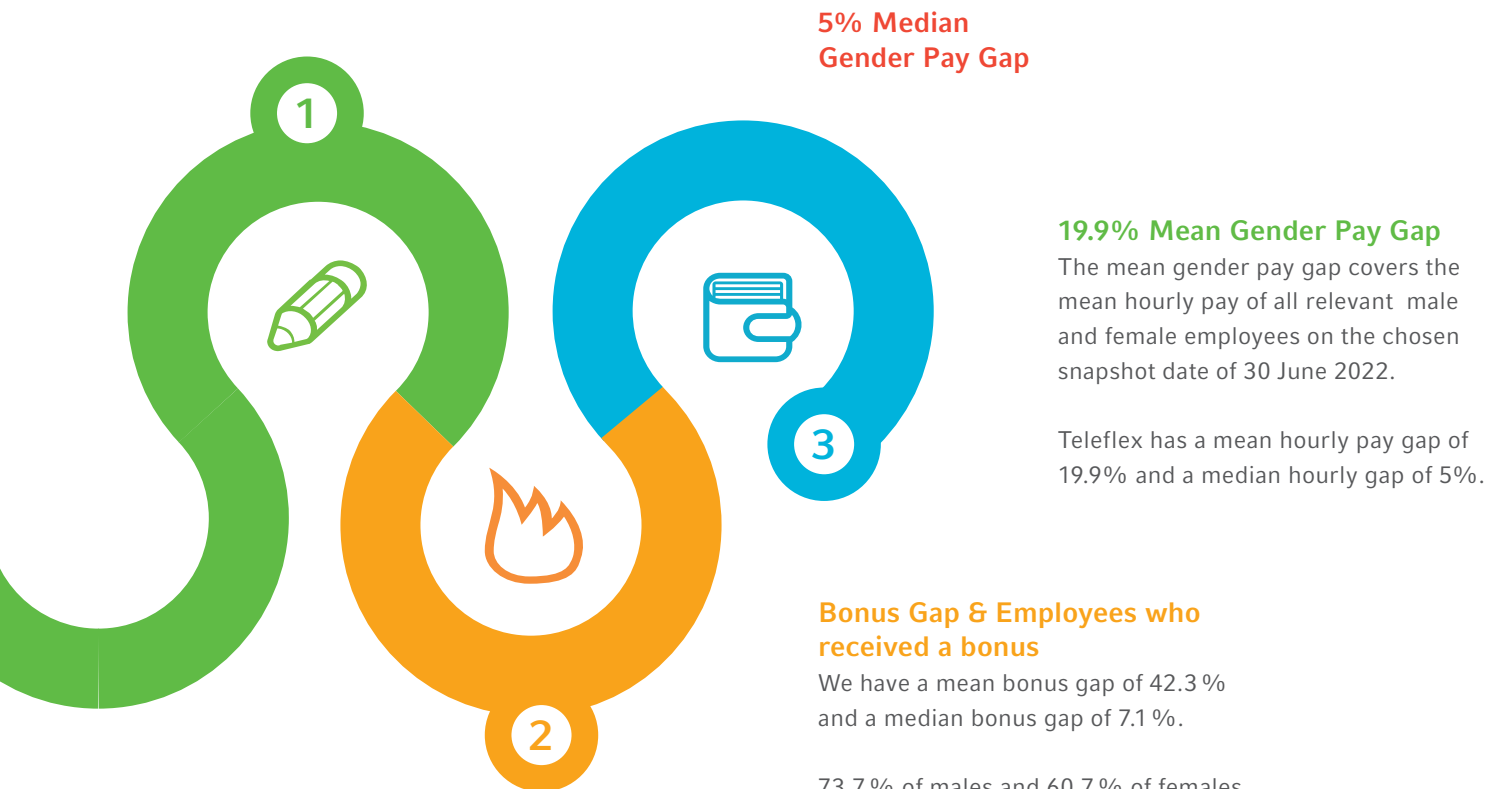
Bonus

The proportion of male and female employees who were paid an amount of bonus pay



Statutory Results

On 30 June 2022, Teleflex employed over 740 people with 53 % of the workforce being men and 47 % being women



These calculations were based on 349 women and 391 men employed by Teleflex employed in both our Athlone and Limerick sites on the snapshot date. These findings are on the basis of pay over the requisite 12 month period.



Temporary Employees

In Teleflex we have 38 female and 41 male temporary employees. Notwithstanding the fact that there are more male temporary employees, there was a mean hourly pay gap of -11.6 % and a median hourly pay gap of 0.2 %.



Part-Time Employees

Part-time employees have a mean hourly pay gap of 12.4 % and a median hourly pay gap of 14.6 %. It is important to note that smaller populations will produce less instructive results i.e. the pay gap for part-time employees should be read with this in mind, as these calculations only included 6 employees (the majority of our employees work full time hours).



Benefit in Kind

100 % of females and 100 % of males received benefit in kind. Teleflex's remuneration package provides all staff with various non-cash benefits including Health Insurance and our Employee Assistance Programme.

Statutory Results

Percentage of males and females when divided into four quartiles ordered from lowest to highest pay

Upper

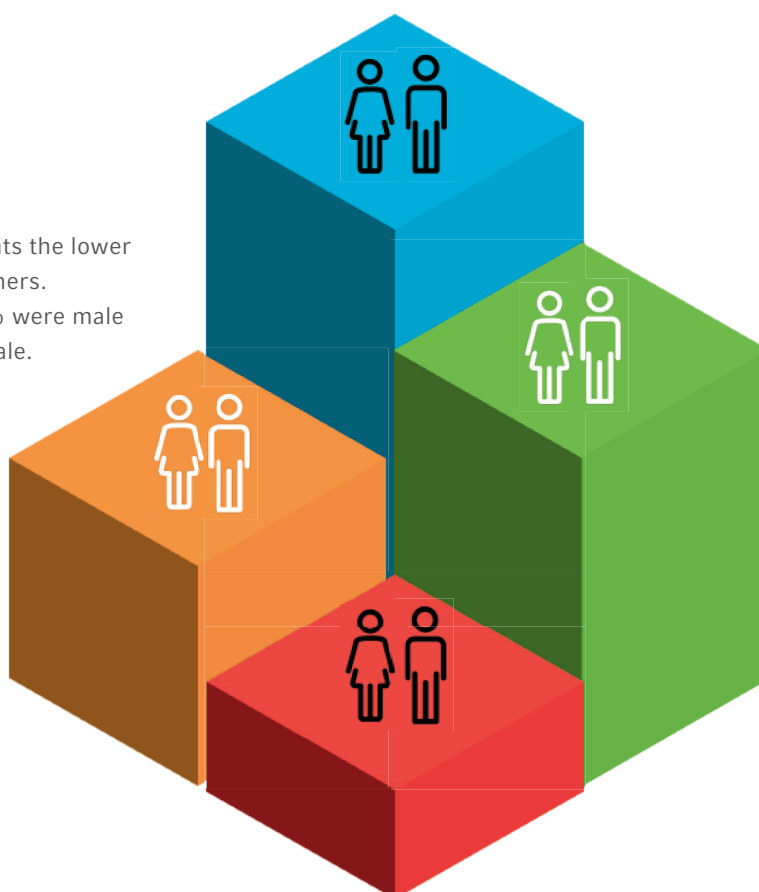
This quartile represents the upper quarter of earners. In this quartile 58.9% were male and 41.1% were female.

Lower Middle

This quartile represents the lower middle quarter of earners. In this quartile 53.5% were male and 46.5% were female.

Upper Middle

This quartile represents the upper middle quarter of earners. In this quartile 54.6% were male and 45.4% were female.



Lower

This quartile represents the lowest quarter of earners in the organisation. In this quartile 44.3% were male and 55.7% were female.

What These Results Mean

For 2022, our gender pay gap was 19.9 % (mean) and 5 % (median)

We believe there are a few factors contributing to our gender pay gap. In order to remediate our gap we will focus on what is causing it and implement solutions to improve this in the coming years.

Pipeline of female candidates for vacant roles

As a global provider of medical technologies with a focus on medical devices manufacturing, many of our colleagues come from a science, technology, engineering and mathematics (STEM) background. Historically these subjects had many more males choosing to study them. This has resulted in the market for many of these roles having a disproportionate number of men. This has had an impact on a number of males within our business. We anticipate that with increased investment and support for females studying STEM subjects we will see a year on year increase in the number of females graduating from these subjects and in turn entering the industry. This in turn will increase the pipeline of female colleagues within our organisation.

Organisational Distribution

The drivers of the gender pay gap for Teleflex are that there are fewer women in leadership roles in our Irish business. We want women and men to succeed in their career potential with Teleflex. We have a number of key initiatives to seek to

recruit, support and develop women in our business. Gender pay gap figures do not show a difference in pay between men and women in the same job.

We use external providers to work with us to ensure that all employees are paid the same in comparable roles regardless of gender or other ethnic characteristics. In analysing our two sites on an individual basis, we note that there is a higher gender pay gap in the Athlone site. We believe this is due to the nature of the roles within that site. These roles encompass our senior leadership team, which are currently predominately filled by male employees. Furthermore, many of the roles in this site are administrative/support related which traditionally have attracted more females.

When we divided the data into four equal groups from lowest to highest paid per hour we can see there are proportionally more males in the upper middle and upper quartile. The jobs in these quartiles are higher paying and tend to be more senior roles. As is common with many employers in our industry, there is a legacy of males with longer tenure in higher paid positions. This is something we are striving to change. A more even gender balance across all the pay quartiles will create a more even gender balance across the organisation and have a beneficial impact on our gender pay gap.



Addressing the Pay Gap

Teleflex values all colleagues and we have made a commitment to improving the gender pay gap. In order to achieve our goals of improving the gender pay gap in our business we are focusing on three key areas we will be implementing in both our Athlone and Limerick sites, as highlighted below.

01

Programmes Supporting Female Colleagues

As part of our DEI initiative, our HR Managers together with our Corporate Vice President have established "Elevate". Elevate is cross functional employee resource group focused on supporting and empowering females in the workplace. Elevate is established to create a safe environment that provides women in Teleflex with the support & opportunity to maximise

their career potential within the framework of their overall life goals. We believe that mentoring and open communication is key to progression and this is something we wish to encourage. We believe that investing in female employee progression is central to our success as a business and this is something will continue to invest in.

02

External Benchmarking of Salaries

We have engaged external support to assist with the reviewing of salaries for every role in the business. This reinforces our approach that salary is based only on the level, responsibilities, complexities, knowledge, skills and experience required for the role. We undertake audits of our job codes and job levels. In 2022 a new process was introduced whereby

an employee is recruited and their job code is entered into our HR system, if their salary is below the minimum recommended by Radford (a market leader in compensation benchmarking), an alert will be sent to the appropriate Human Resource Council member for the region (HRC) and action is taken to ensure appropriate pay levels.

03

Diversity, Equity and Inclusion 2023 Action Plan

Our 2023 DEI Action plan focuses on three key areas, communication, education and a particular focus on employee resource groups. We have a number of objectives for the upcoming year:

- Develop our 2023 DEI communications calendar
- Establish first annual Employee Experience Week at Teleflex
- Host first Inclusion Education program forum
- Continue to deliver Inclusive Education to the business
- Launch additional education section of the DEI SharePoint

We believe that in progressing these initiatives we will enable Teleflex to continue to be the progressive employer that it is and we look forward to continuing to address our pay gap to the benefit of our people, our customers and our communities.

