



Gender Pay Gap Report

Ireland 2023

Gender Pay Gap

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Introduction to the Gender Pay Gap Report Ireland 2023

This report looks at the gender pay gap across the 788 employees at Teleflex as at the snapshot date of 30 June 2023.

We are focused on providing innovative solutions and fostering a culture that embraces diversity. In line with these values, we published our first gender pay gap of 19.9% (mean) in 2022 and made a commitment to reduce this through a variety of internal initiatives. This year our gender pay gap is 12.4% (mean). This is an improvement from last year and whilst we are proud of this achievement, we recognise that we are on a long-term journey of improvement and there is still work to be done both internally and in our industry. We will continue to implement initiatives to support our employees to achieve our goal of eliminating the gender pay gap.

We are always looking ahead and striving for improvement. As a leader and forward thinking employer in our industry, we are committed to our values and principles.

This is the second year of gender pay gap reporting in Ireland under the Gender Pay Gap Information Act 2021. In our 2023 report, we examined the causes of our gender pay

gap and looked at the initiatives we have put in place to improve it and how we will be progressing these initiatives going forward. This report looks at the gender pay gap across the 788 employees at Teleflex as at the snapshot date of 30 June 2023. As outlined in further detail on page 4 of this report, the gender pay gap is the difference in the average pay and bonuses of all male and females across our organisation. It should be noted that 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 pay for performing the same, similar or work of equal value. This report focuses only on gender pay gap reporting, as distinct from equal pay. We remain confident that regardless of gender, Teleflex employees are paid fairly across our business. We commit to being a progressive leader in our industry and eliminating the gender pay gap.



What Is Gender Pay Gap Reporting?

Reminder of the reporting requirements for 2023

The findings are based on 12 months of data from 1 July 2022.



When	Where	Who	Mean & Median	Quartiles bands	Benefit in kind (BIK)
Based on our chosen snapshot date of 30 June 2023, the deadline for this year's reporting is 30 December 2023. The findings are based on 12 months of data from 1 July 2022.	This report is published on our website and will be kept online and publicly available for three years from the date of publication. This is our second year of reporting and as such, will again include the statutory figures, analysis of same and our measures to address the gap.	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 from reporting.	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 employees' earnings.	The proportion of male and female employees in four quartile hourly pay bands ranked from lowest to highest hourly rate. It is done by dividing the workforce into four equal parts.	The proportion of male and female employees who received benefit in kind (BIK) which includes any non-cash benefit of an estimated monetary value.

Testimonial

My name is Maria Quaid and I am a Senior Director Human Resources in Teleflex. My journey with Teleflex began in 2012 when I joined the company as an HR Manager, I was also a busy mum of three small children at the time. Through wonderful support from my peers, leaders and mentors over the years I have progressed to this senior leadership role, all whilst juggling life events and a busy home life.

No two days are ever the same and I truly have found my "tribe" in Teleflex and the strong culture focus we have with people at the centre of all we do.

I appreciate the support mechanisms that the company have provided me through advanced talent development, work-life balance and wellbeing initiatives on my journey. Those supports have resulted in a positive work-life balance for me and massive career progression. My children are proud of the professional woman I am and I am proud of my personal growth and development during my time here. I commend the work the Teleflex Gender Pay Gap Report highlights and I'm a strong advocate of promoting and encouraging new concepts and ideas to put women firmly on the agenda in terms of equal pay, career progression and advancement.

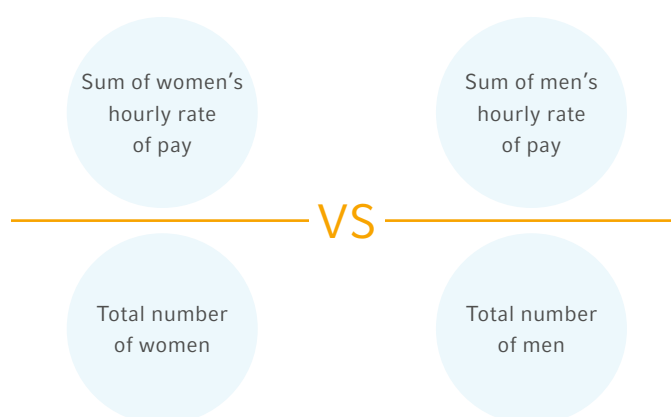
Maria Quaid,
Senior Director Human Resources

Statutory Reporting Gender Pay Results for 2023

On 30 June 2023, Teleflex has a mean hourly pay gap of 12.4% and a median hourly pay gap of -11.2%.



	Mean Pay Gap	Median Pay Gap
Gender Pay Gap	+12.4%	-11.2%
Bonus Gap	+41.7%	-9.1%
Temporary Employees	-12.2%	-18.2%
Part-time Employees	N/A	N/A



Temporary Employees

In Teleflex we have 34 female and 39 male temporary employees. Notwithstanding the fact that there are more male temporary employees, there was a mean hourly pay gap of -12.2% and a median hourly pay gap of -18.2%.



Part-Time Employees

We are unable to report on our part-time employees for 2023. The employee numbers were so low as to be identifiable. This combined with the fact that there were no male part-time employees working on the snapshot date has meant that the calculations to produce the employee results were not possible this year.



Mean and Median Figures

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 employees' earnings. The mean gender pay gap covers the mean hourly pay of all relevant male and female employees on the chosen snapshot date of 30 June 2023. Teleflex has a mean hourly pay gap of 12.4% and a median hourly pay gap of -11.2%.



Bonus Payments & Benefit in kind

On 30 June 2023, Teleflex employed 788 people with 52.9% of the workforce being men and 47.1% being women. The proportion of male and female employees who received a bonus or benefit in kind ('BIK') is outlined below. BIK includes any non-cash benefit of an estimated monetary value.

	2023 Results
Percentage of men receiving a bonus	75.1%
Percentage of women receiving a bonus	62.4%
Percentage of men receiving benefit in kind	100%
Percentage of women receiving benefit in kind	100%



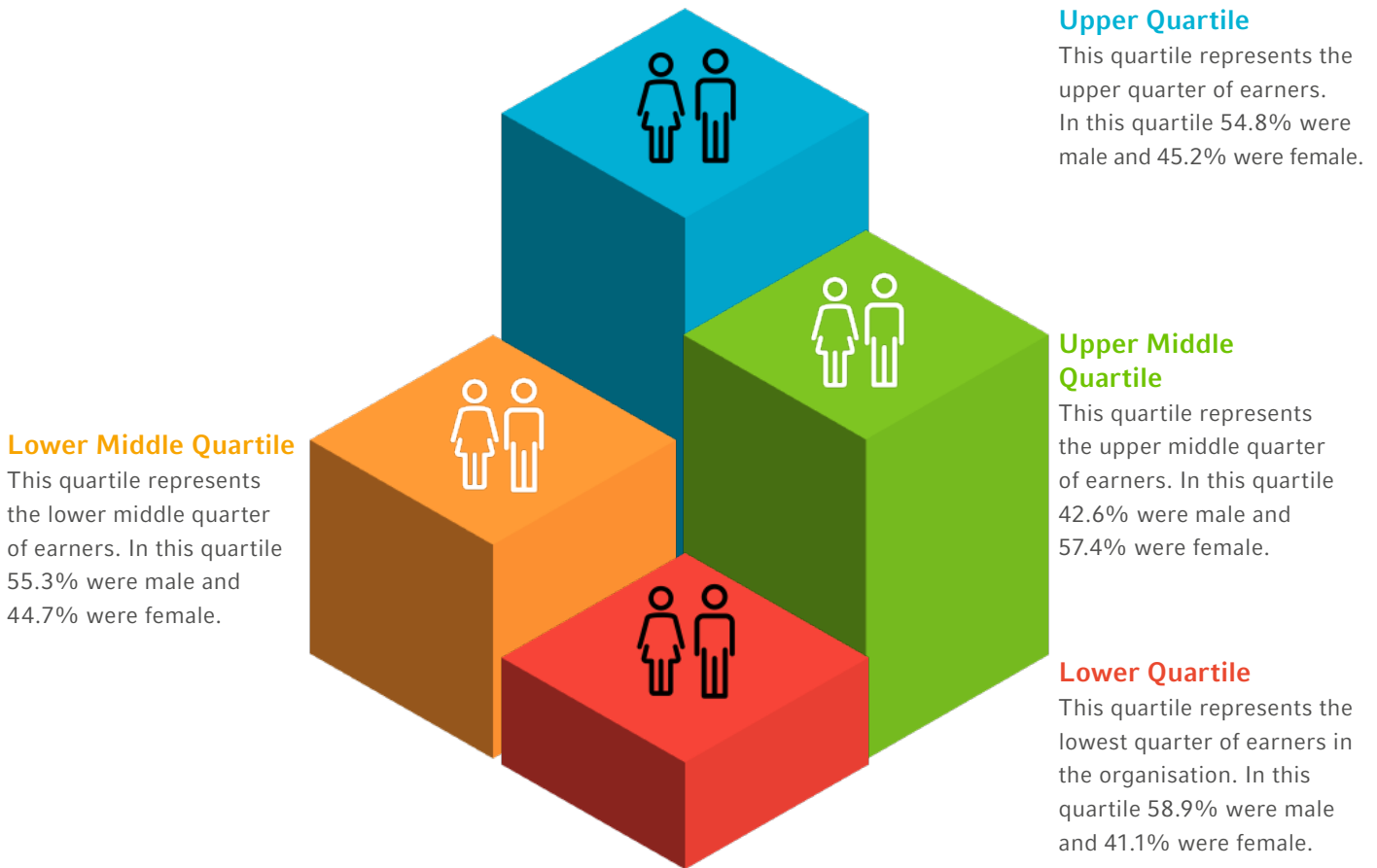
Benefit in Kind

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 Reporting Gender Pay Results for 2023

Quartile Split

The proportion of male and female employees in four quartile hourly pay bands ranked from lowest hourly rate to highest hourly rate as illustrated below.



Testimonial

I started my career in Teleflex over 16 years ago when the headquarters was first established in Athlone. I joined in the role of Customer Service Team Lead for the UK and, at that time, we had less than 20 employees based within the site. The Athlone organisation was in its early stage of development back then but, right from the start, the focus on people and culture was evident. As my own career developed and progressed, I saw Athlone and Teleflex overall continuously develop and expand, increasing customer value, solidifying our core values, and championing our greatest asset, our people. I see our core value of people reflected each day in Teleflex through initiatives like JOIN, the focus on DEI, the emphasis on coaching and training and opportunities for personal development.

I'm driven by our purpose to improve the health and quality of people's lives and I see how this purpose unites us every day even during the most challenging of times. During my time in Teleflex, I have had positive opportunities to grow and develop, and am

very grateful for the strong leaders, the diverse teams, and the inspirational employees I've worked with and learnt from. The leadership, support and trust I've experienced have been invaluable to my own personal growth. During my time in Teleflex I have become a mother to my two children. In some ways, like motherhood, professional growth for me has involved stepping out of my comfort zone, facing challenges and unknowns but having the strength to continue as I've felt honoured – honoured on a personal level to have the opportunity to be a mother and honoured on a professional level to have the opportunity to serve our customers and their patients. As a female leader, I believe in the power of diversity and in continuously finding ways to foster emerging talent across all levels within our organisation and I am committed to this goal. I am excited about what the future can bring as we continue to build our inclusive culture, value our differences, and remain united by our common purpose.

Raychel Murtagh,
Senior Director Customer Experience
& Customer Service EMEA

What These Results Mean

Reasons for the gender pay gap

Our mean gender pay gap for 2023 was 12.4%. We identified a number of reasons for our gender pay gap during our 2022 reporting and these still remain true as leading causes of our gender pay gap. Tackling these obstacles will be central to improving the pay gap for the upcoming year. The reasons for our gender pay gap are as follows:

Higher proportion of male employees (with long service) in leadership roles

We identified that one of the key drivers of the gender pay gap can be attributed to fewer women in positions of leadership and thus a smaller proportion of women in the highest pay quartiles of our organisation. This imbalance has been common in our industry and is something we are committed to change. When we examine the gender split within our quartiles result (as detailed on page 6 of this report), we see that the number of males in the upper pay quartile is higher than the number of females present. We have been striving to change this and we are pleased to have positively increased the gender balance since 2022 reporting, but there is still some progress to be made and as a result this is still one of the drivers of our gender pay gap. We are dedicated to reducing our gender pay gap, and in pursuit of this goal, our 2023 reporting analysis involved in-depth calculation to pinpoint specific areas with disparities. This allows us to establish targeted objectives for improvement.

We noted that one of the key areas contributing to our gap is those employees with 16 – 20 years service with Teleflex. This again aligns with the fact that one of the leading contributing factors for the gap is males in senior positions with long tenure.

We are working towards achieving a more gender balanced representation of males and females across the quartiles. This will positively impact the gender pay gap across the organisation as a whole.

Uneven gender representation within the industry

Many of our employees have a background in science, technology, engineering and mathematics (STEM) sectors. STEM courses historically were predominately male dominated, much like the manufacturing industry itself. As a result, for many years the pool of potential employees in which we could recruit from was predominantly male. This has been a contributor of our gender pay gap. In recent years, there has been increasing investment aimed at more females studying STEM. Whilst we continue to hire more females at a graduate level, we anticipate that our gender pay gap may temporarily increase as these junior roles naturally attract lower remuneration but we believe that investing in female graduates will have a long-term beneficial impact for the organisation. This in turn will increase the pipeline of female colleagues within our organisation and result in an improvement in the gender pay gap in the years to come.



Addressing the Pay Gap

Following the 2023 result of 12.4% (mean) gender pay gap across our business, we commit to placing a renewed focus on our gender based diversity and inclusion initiatives.

We believe that progressing these initiatives will enable Teleflex to continue to be a progressive employer and we look forward to continuing to address our pay gap to the benefit of our people, our customers and our industry. We will be focusing on bringing in cohesive planning to improve the gap in both our Athlone and Limerick sites. Our 2024 key focus areas are highlighted below:

01

*Salary
Transparency,
Remuneration
Audits,
External Hires*

Recruitment Initiatives

Ensuring financial parity in relation to the salaries of both our male and female colleagues is central to creating an environment for overall gender parity. We ensure there is salary transparency in our roles and we regularly undertake job role audits. As part of this we have engaged external advices and have undergone an audit of the salaries for the roles within our business. This review ensured that salary was reflective of the level, responsibilities, complexities, knowledge, skills and experience

required for the role and that gender or gender based biases are not contributing to the salary. Through this year, and into 2024, we have dedicated focus on an Inclusive Recruitment initiative within the business. Through this initiative, we will be reviewing our recruitment processes, job descriptions, further skilling our management teams, and identifying partnership and outreach organisations that we could potentially partner with to further enhance our current practices.

02

*Mentoring, Open
Communication,
Career
Progression*

Talent Management and Development

In 2024 we will be placing a renewed focus on our internal programmes that support female colleagues. One of our leading progressive programmes, the 'Elevate' programme, was designed by our Corporate Vice President, in line with our HR Managers to support female colleagues' career development in Teleflex. The Elevate Group continues to be a vital resource group and we believe that investing in this programme will have beneficial long-term growth impact for the careers of all our female

colleagues. This programme continues to provide a safe environment for our female colleagues to learn and develop their career with amazing supports from the business. We believe that supporting internal career progression of our female colleagues will have a positive impact on the number of females reaching senior levels within the business. Increasing internal career progression is a major focus area and providing open communication and mentoring supports will help to enable this change.

03

*Better supports,
Education,
Increased Hiring*

Diversity, Equity and Inclusion ('DEI') 2024 Action Plan

We will be placing a renewed focus on our DEI Action plan for 2024. Diversity is firmly rooted in our Core Values. Cultivating a culture that is gender diverse and supportive to all is something we are committed to. We have put in place an action plan to ensure that there is dedicated time built in to address the gender pay gap within our organisation. We have made progress since 2022 but there is still more to be done and improving the gap remains a key focus. We believe that providing employee

resource groups will improve education and bring awareness to issues so that we can hear how to best to support colleagues. These groups facilitate diverse perspectives and experiences, enhancing the richness of our offerings. We have a number of objectives for the upcoming year including; hosting the 2024 Employee Experience Week, hosting an Inclusion Education forum and a variety of educational and developmental initiatives through our DEI SharePoint.

Appendix 1 – Statutory Results

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Quartiles	Male	Female
Upper Quartile	54.80%	45.20%
Upper Middle	42.60%	57.40%
Lower Middle	55.30%	44.70%
Lower Quartile	58.90%	41.10%

The reasons for Teleflex's gender pay gap can be found on page 7 of this report.
The measures we are taking to eliminate the gap can be found on page 8.

