

Alcon

**Alcon Ireland
Gender Pay Gap Report**

December 2022





The Gender Pay Gap is new legislation, which requires an organisation to report on the difference in the gross average hourly pay of men and women across a workforce.

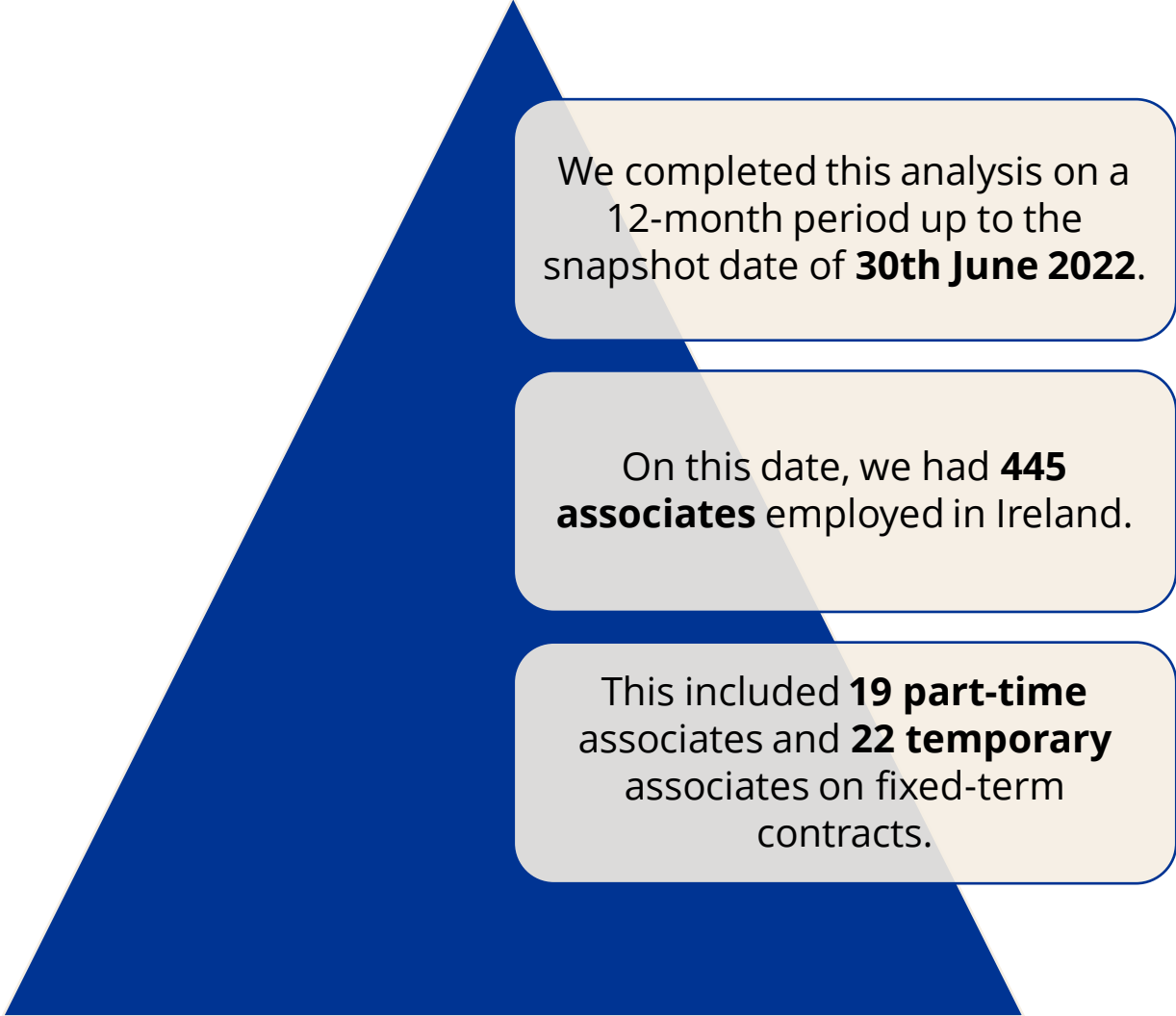
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Alcon Ireland's commitment to the trust and engagement with associates is evident through our recent accreditations.

We are proudly certified as a Great Place to Work since 2019, a Best Large Workplace in 2021 & 2022 and recently also acknowledged to be a Best Workplace for Women in 2022.

We welcome the Gender Pay Gap reporting legislation as a tool to further enhance our focus on Diversity and Inclusion in the workplace.

Alcon Ireland's Gender Pay Gap figures

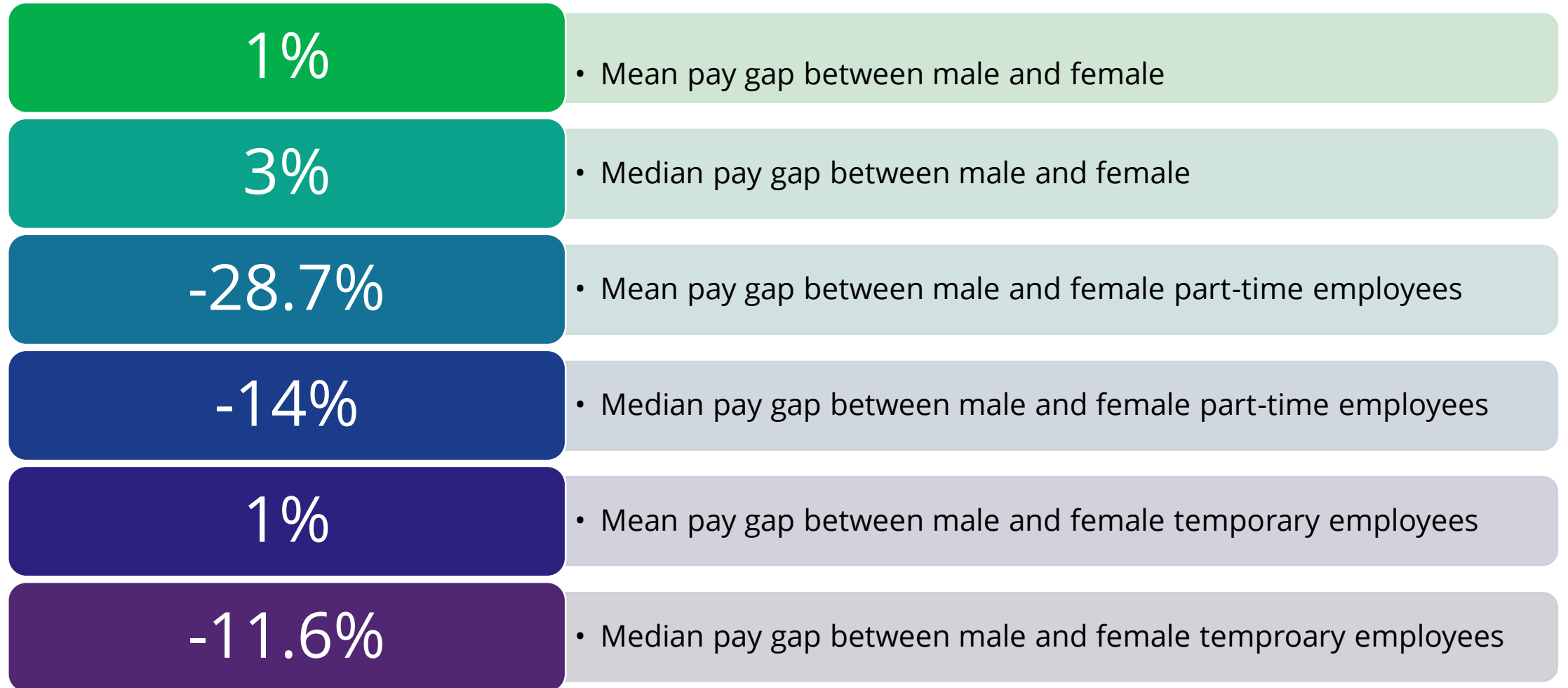


We completed this analysis on a 12-month period up to the snapshot date of **30th June 2022**.

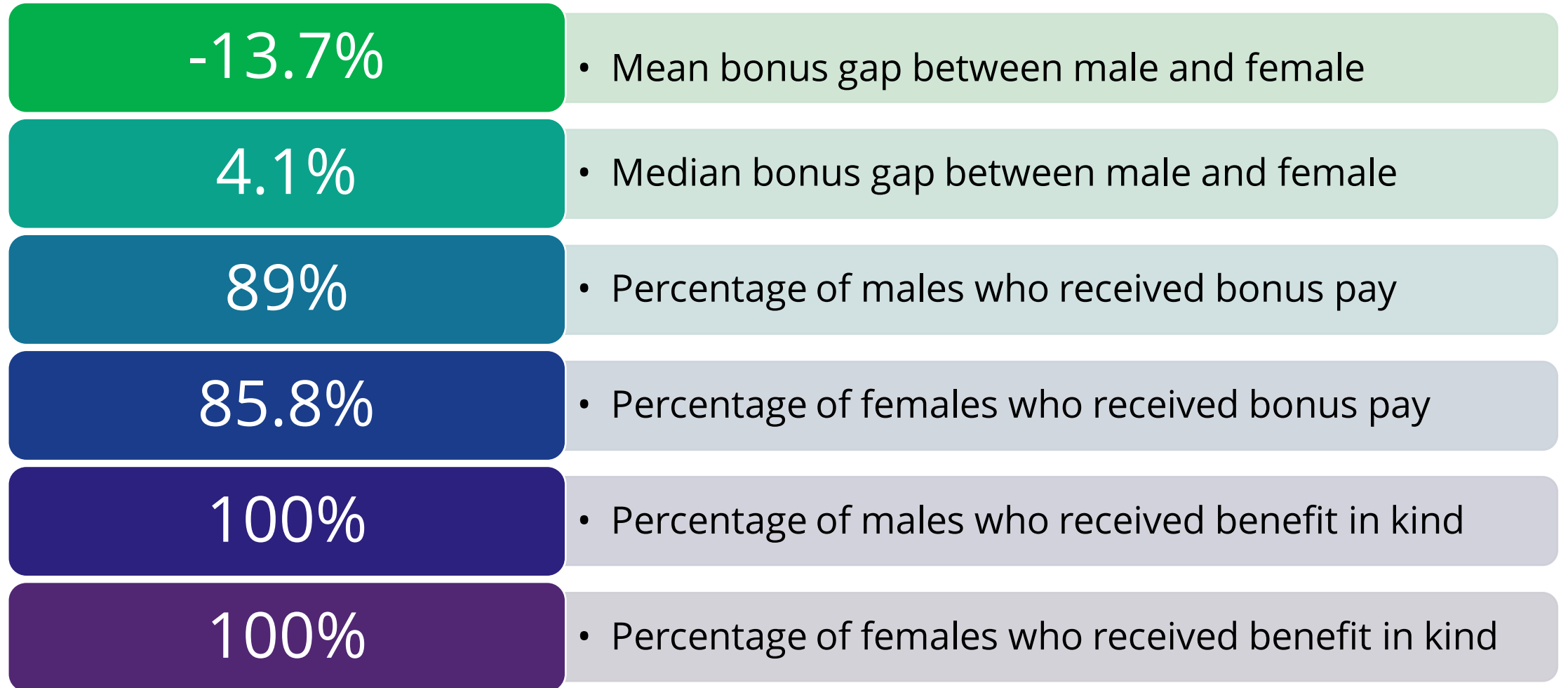
On this date, we had **445 associates** employed in Ireland.

This included **19 part-time** associates and **22 temporary** associates on fixed-term contracts.

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	Males	Females
Percentage of male and females in quartile 1	43%	57%
Percentage of male and females in quartile 2	38%	62%
Percentage of male and females in quartile 3	30%	70%
Percentage of male and females in quartile 4	34%	66%

Alcon Ireland is positively encouraged about the results from our Gender Pay Gap reporting in 2022.

Our commitment to a strong strategic vision which captures the attraction, retention and development of female leaders is a key success factor and having defined metrics which we hold ourselves accountable for is a way of achieving this strategy.

We will continue to engage with industry representatives and in turn the government in promoting a greater focus on the appropriate actions that need to take place in society for continuous improvements in this area of female representation in the workplace.

Appendix

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Definitions

- The results are given as a % of males' pay so a negative result is a result in favour of females
- Mean – difference between average hourly of pay between males and average hourly pay of females
- Median – difference between the midpoint of pay between males compared to females
- Pay means the following types of remuneration, payable to a relevant employee, before any statutory deductions are made -
 - (a) basic pay,
 - (b) allowances,
 - (c) pay for piece-work,
 - (d) shift premium pay, or
 - (e) overtime pay
- Employee – an associate that has an Alcon employment contract on the snap shot date and paid through Alcon payroll
- Temporary employee – an associate on a fixed-term Alcon employment contract
- Pay per quartile – percentage of male and females employees in four pay band groups

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