

Adrian Dunne Pharmacy

Gender Pay Gap Report 2025

A Message from Adrian

Since 1999 we have grown to a chain of thirteen pharmacies and one group office operating across the Leinster region, with a workforce of 237 employees.

We pride ourselves on providing a family focus and commitment to the local communities in which we operate.

Our success is largely down to our diverse workforce who understand that by living our core values, we can achieve our purpose of making a difference to our customer's health and wellbeing.

We are proud to have a predominantly female workforce of 87%, and of those 71.5% work part-time, hence providing a healthier work-life balance.

Without a doubt employees are at the heart of what we do, and it is extremely important to us that all of our employees feel valued and supported, and are provided with equal opportunities to progress.

I look forward to supporting the initiatives outlined in this report over the next 12 months, and remain fully committed to providing an inclusive and supportive working environment where all employees are treated fairly with dignity and respect.



Adrian Dunne

Managing Director

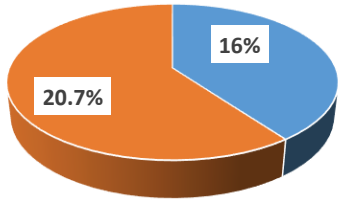
Adrian Dunne
pharmacy

Gender Pay Gap Reporting & Definitions

<p>Introduction</p> <p>The Gender Pay Gap Information Act 2021 requires organisations with more than 150 employees to report on their hourly gender pay across a set of metrics based on a snapshot of data from June 2025.</p> <p>Employers are required to provide the metrics required and provide underlying explanations for any gap that exists and the steps that will be taken to address it.</p>	<p>The Median Pay and Bonus Gap</p> <p>The gap measures the female hourly rate across the entire workforce from hourly rate from lowest to highest (June 2025) and found the middle, and did the same for males, which gives you the mid-point. The median gap shows the difference between these two mid-points expressed as a percentage. The median bonus gap is worked out in the same way but using bonus pay over a 12-month period.011</p>
<p>Purpose</p> <p>The purpose of pay gap reporting is to promote transparency and accountability by requiring organisations to disclose differences in average pay between male and female employees. This initiative helps identify and address gender-based disparities, fostering equality in the workplace. The purpose of this document is to provide the information required for Adrian Dunne Pharmacy, as set out in the Act which is fully detailed at the links below:- https://www.irishstatutebook.ie/eli/2021/act/20/enacted/en/print.html https://www.irishstatutebook.ie/eli/2024/si/259/made/en/pdf</p>	<p>The Mean Pay and Bonus Gap</p> <p>The mean pay gap shows the difference between how much males and females earn on average across the entire workforce. It is worked out by adding up the male hourly earnings during June 2025, and then dividing by the number of male employees, and likewise for female employees. This calculates the average hourly mean pay for each gender. From these two calculations we calculated what the pay gap is.</p> <p>The mean bonus gap is worked out in the same way but using bonus pay over a 12-month period.</p>
<p>Gender Pay vs Equal Pay</p> <p>It is important to note that the <u>gender pay gap is not the same as equal pay</u>. Equal pay legislation gives females and males the right to claim equal pay where they perform equal work. We are committed to providing equal pay and opportunities for all genders, and equal pay is not a contributing factor to our gender pay gap figures.</p>	<p>Proportion of employees receiving a Bonus</p> <p>The proportion of females who received a bonus is shown as a percentage of all females in the organisation, and the proportion of males who received a bonus is shown as a percentage of all males in the organisation.</p>
<p>The gender pay gap instead calculates the difference in the average hourly earnings of men and women across the entire workforce, regardless of role or seniority. Gender pay gaps do not take into account the fact that the average male and female employee may be doing very different roles, but highlight uneven gender distribution across the entire workforce.</p>	<p>Proportion of employees receiving Benefit in Kind (BIK)</p> <p>The proportion of females who received BIK is shown as a percentage of all females in the organisation, and the proportion of males who received BIK is shown as a percentage of all males in the organisation.</p>
<p>Note</p> <p>The median and mean pay gap and quartile pay bandings are based on data from the 12mth period ending 11 June 2024. The bonus gap calculations are based on the bonus payments made in the 12 month period ending 24 June 2025 and are not full time equivalent adjusted.</p>	<p>Pay Quartile Bandings</p> <p>The pay quartiles measure how many males and females are represented in each quarter of the business when all male and female hourly rates of pay are stacked from lowest in the Lower Quartile to highest in the Upper Quartile.</p>

2025 Results (June)

Gender Pay Gap



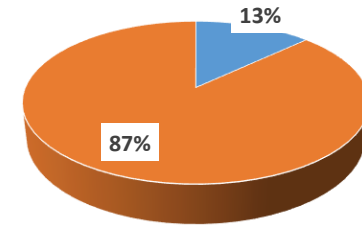
■ Gender Pay Gap Mean ■ Gender Pay Gap Median

Gender Bonus Gap



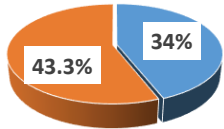
■ Median Gender Bonus Gap ■ Mean Gender Bonus Gap

Staff Headcount



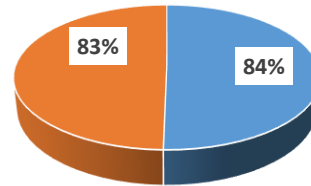
■ Headcount Male ■ Headcount Female

Mean & Median Hourly Pay Gap Part-Time Contracts



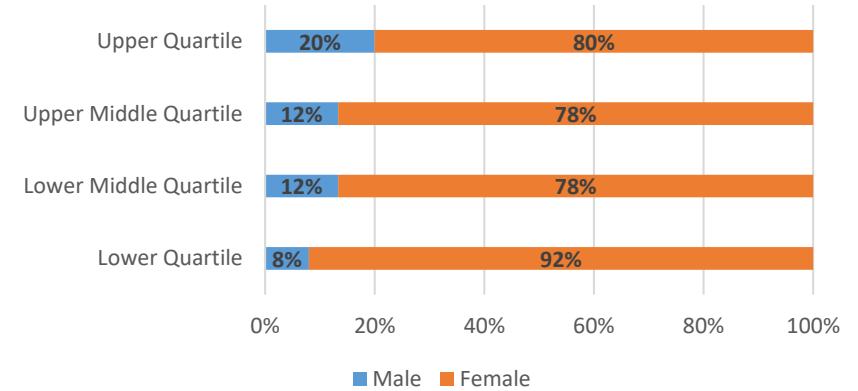
■ Part-Time Contracts Gender Pay Gap Mean

% Bonus paid by Gender

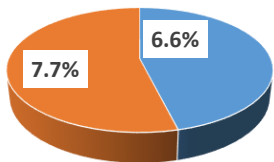


■ % Bonus paid by Gender - Male
■ % Bonus paid by Gender - Female

Pay Quartile Percentages

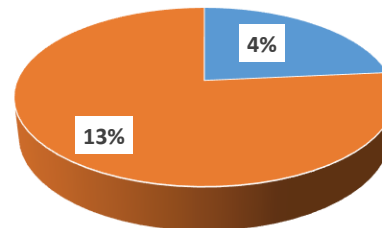


Mean & Median Hourly Pay Gap Temporary Contracts



■ Temporary Contracts Gender Pay Gap Mean

Proportion receiving Benefit in Kind



■ Proportion receiving Benefit in Kind - Male
■ Proportion receiving Benefit in Kind - Female

Why do we have a Pay Gap?

The gender pay gap is primarily influenced by workforce composition of predominantly-female part-time employees, typical of a retail pharmacy without a warehouse facility.

While men make up a small proportion of the overall workforce (13%), a much higher % of males work as full-time Pharmacists, a higher-paid role. In contrast, although more Pharmacists are female overall, the majority work part-time, and Pharmacist roles represent a smaller proportion of the total female workforce than they do of the male workforce. Women are overrepresented across all pay quartiles, which lowers the average female hourly rate, while men are underrepresented. A slight increase in male employees this year has positively impacted the median hourly pay gap by increasing the number of those earning below the median rate. Together, these factors explain the organisation's gender pay gap.

Our bonus gap continues to be influenced by the gender pay gap, as bonuses are calculated on actual annual earnings rather than hourly rates, and a higher proportion of female part-time employees roles impacts bonus outcomes which is not reflected in reporting. Changes in bonus KPIs in 2025 contributed to a reduced average bonus gap compared to the previous year, though this may not be repeated in 2026.

Recruitment remains challenging, with females continuing to be more attracted to retail pharmacy roles than males. A slightly higher intake of male non-pharmacists this year has positively impacted the pay gap. Increased progression of internal female employees into senior roles has also improved the gender pay gap, and we remain committed to strengthening internal talent pipelines to support female progression into higher-paid roles.

It is finally highlighted that:

- 82.5% of Pharmacists are female
- 91% of Branch Managers are female
- 100% of the Office Management team is female
- The Leadership team is divided equally between both genders.

2025 Gender Pay Gap Reporting

Work to Date

Attracting and Developing Diverse Talent

- Full review of role advertising, application and interview process to become more inclusive.
- Majority of full-time roles advertised as 32-40hrs rather than 40hrs

Career Development

- Continuation of internal career progression opportunities for all employees :
 - Enrolled and developed staff on the 2-year Retail Manager Apprenticeship Programme and provided management opportunities for those graduating - 100% female
 - Enrolled and developed staff on 2-year IPU Trainee Technician Course - 100% female
 - Enrolled and developed staff on the IPU Counter Medicine Course - 84% female
 - Facilitated college placements and provide longer hours of work in summer for staff studying to become Pharmacists – 70% female

Inclusive Practices

- Access to eLearning Health & Wellbeing portal, including promotion of female health & wellbeing webinars/ events/ information, e.g. World Heart Day, Health Checks for Women, Menopause Awareness
- Mental Health Initiatives, e.g. **'Hello, How Are You?'** campaign, **You Belong (Dignity & Respect)** webinar
- Celebration of Independent Women's Day
- Dignity at Work Refresher Training
- Continued to provide access to Employee Assistance Programme and reward staff who are cultural ambassadors across all branches.
- Continuing to score well above industry average in annual staff engagement survey

Work to Do

- Provide Diversity, Equity and Inclusion (DEI) guidelines
- Provide mental health talk for all staff
- Provide mental health training for managers
- Continue to:
 - Ensure recruitment process remains inclusive
 - Offer part-time working arrangements
 - Promote health & well being initiatives for all employees
 - Promote an inclusive workplace
 - Provide DAW training in new starter induction
 - Be recognised as a supportive environment for employees who identify as female, helping them develop, advance, and access internal career progression
 - Provide opportunities for females to progress internally



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2023

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