

April 2023



# Gender Pay Gap Report 2022



## Gender Pay Gap Reporting Purpose

The purpose of analysing our gender pay gap is to ensure we focus on creating and sustaining an ethical and inclusive company culture, one that promotes balanced working lives for all employees.

At LetsGetChecked, we take this agenda seriously and are proud of our efforts to build an inclusive and supportive workplace culture across our global team.



## Gender Pay Gap Reporting Requirements

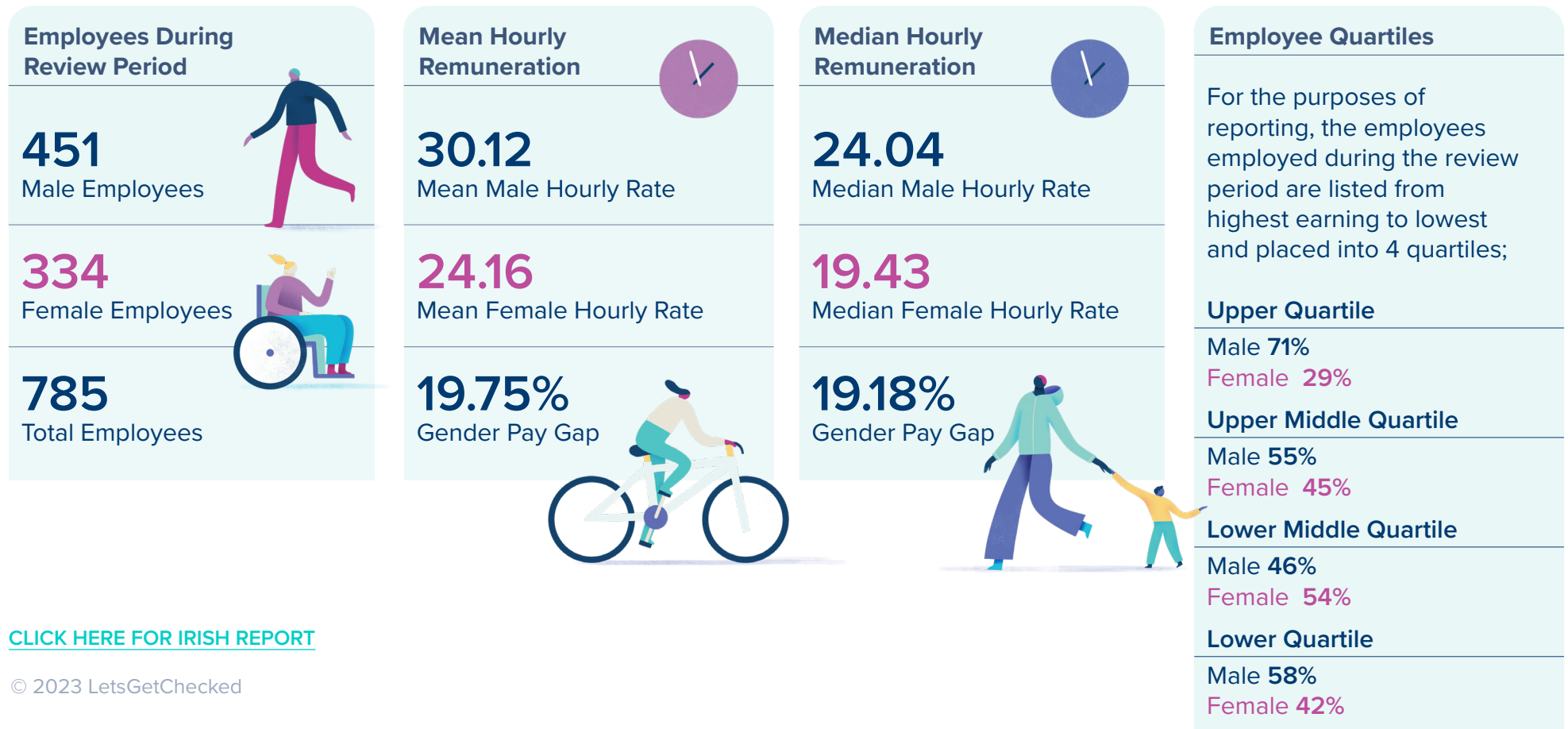
In Ireland, all companies with 250 or more employees must now report on their gender pay gaps, highlighting the differences that exist between the median and mean pay of all male and female employees working in Ireland. That is, the difference between the average earnings of men and women, in all jobs and at all levels of the organisation.

While this is not the same as an analysis of pay equality or equal pay, (where male and females carrying out the same role or at the same level of seniority are paid the same), it is still an important exercise that we can use to review and reflect on our current practices and ensure we develop a robust action plan to steer future efforts.

While the findings of this exercise focus on our Irish-based team, LetGetChecked is committed to creating and sustaining an ethical and inclusive company culture across all regions. This is something we are passionate about and will continue to work towards.



# LetsGetChecked Gender Pay Gap (US and Ireland) June 2021 to June 2022



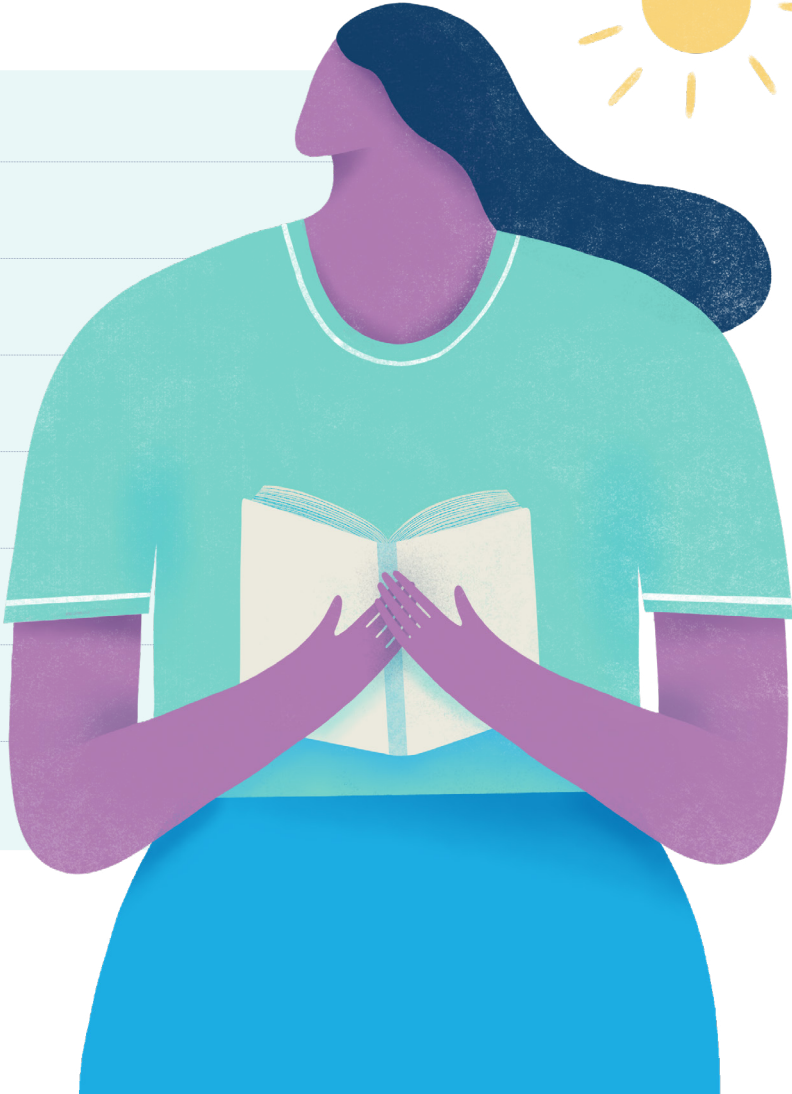
[CLICK HERE FOR IRISH REPORT](#)

# Affirmative Action Plan 2023

The below areas have been identified as the initial focus areas for the LetsGetChecked Gender Pay Gap Action Plan



- ✓ Establishing Culture Committee
- ✓ Job Description Review
- ✓ Interview Process
- ✓ Exit Interview
- ✓ Employee Assistance Program
- ✓ Anonymous Hotline
- ✓ Training
- ✓ Recruitment Targets



## LetsGetChecked Gender Pay Gap Action Plan Looking Forward

LetsGetChecked is committed to being an equal opportunities employer.

Currently, we are establishing a Diversity & Inclusion committee that will be setting, monitoring and executing on 2023 goals, that will enable minorities to avail of further opportunities within LetsGetChecked.

This initiative will focus on our global team and findings will be available in line with our 2023 report.

Each region employs specific skillsets/roles, summary as follows;

- Ireland; Manufacturing, R&D, Lab, Technology and Support Services.
- Portugal; Technology Hub
- US; Commercial, Clinical, Lab & Operations

