

It's good to know



Gender Pay Gap Report



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, companies 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.

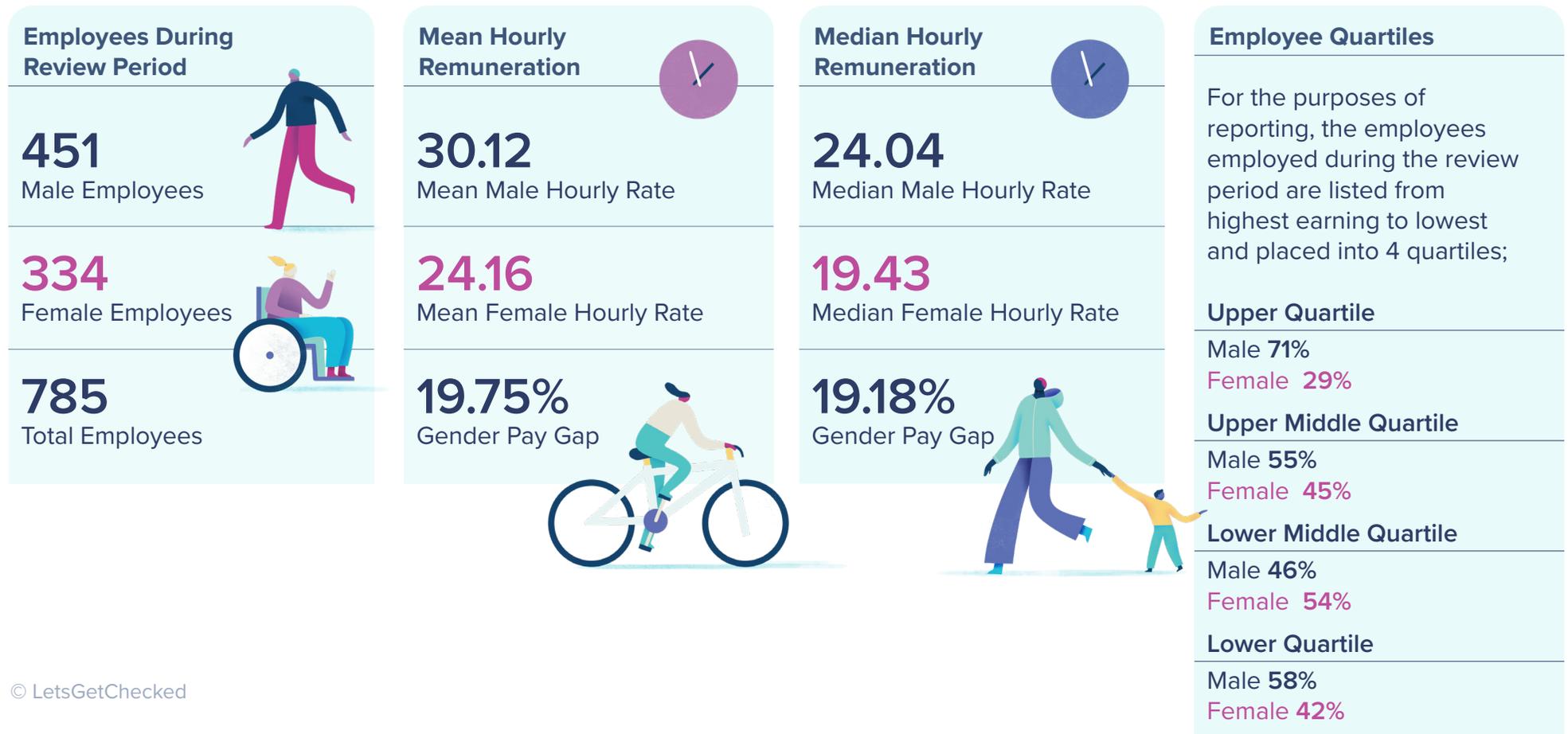
While this is not the same as an analysis of pay equality or equal pay, (where male and females carrying out the same role or at the same level of seniority are paid the same), it is still an important exercise that we can use to review and reflect on our current practices and ensure we develop a robust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



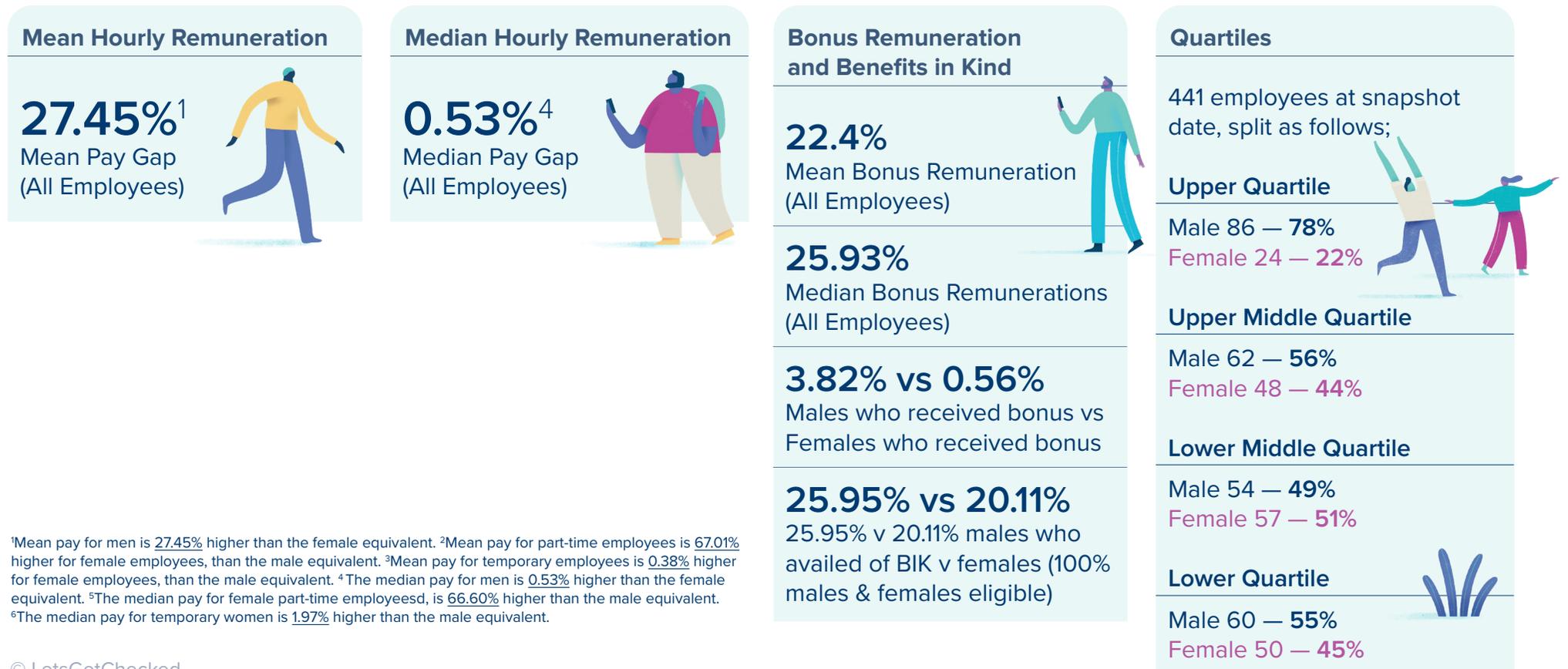
LetsGetChecked Gender Pay Gap (US & Ireland – Combined) 2022

For the purposes of reporting, the employees employed during the review period are listed from highest earning to lowest and placed into 4 quartiles.



LetsGetChecked Gender Pay Gap (Ireland Only) 2022

The below data is based on our snapshot date of 25th June 2022. LetsGetChecked has employees based in Ireland, Portugal & the US. The following information relates to Irish employees only.



¹Mean pay for men is 27.45% higher than the female equivalent. ²Mean pay for part-time employees is 67.01% higher for female employees, than the male equivalent. ³Mean pay for temporary employees is 0.38% higher for female employees, than the male equivalent. ⁴The median pay for men is 0.53% higher than the female equivalent. ⁵The median pay for female part-time employees, is 66.60% higher than the male equivalent. ⁶The median pay for temporary women is 1.97% higher than the male equivalent.

LetsGetChecked Gender Pay Gap (Ireland Only) 2023

The below data is based on our snapshot date of 25th June 2023. LetsGetChecked has employees based in Ireland, Portugal & the US. The following information relates to Irish employees only.

Mean Hourly Remuneration

24%

All employees: gap in favour of males.

Median Hourly Remuneration

2.32%

All employees: gap in favour of males.

Bonus Remuneration and Benefit in Kind

10% v 11.5%

Received a bonus,
• Male versus • female

42% v 35%

Availed of BIK,
• Male versus • female

Employee Quartiles

360 employees overall:

Upper Quartile

Male **74% (67)**

Female **26% (23)**

Upper Middle Quartile

Male **62% (56)**

Female **38% (34)**

Lower Middle Quartile

Male **48% (43)**

Female **52% (47)**

Lower Quartile

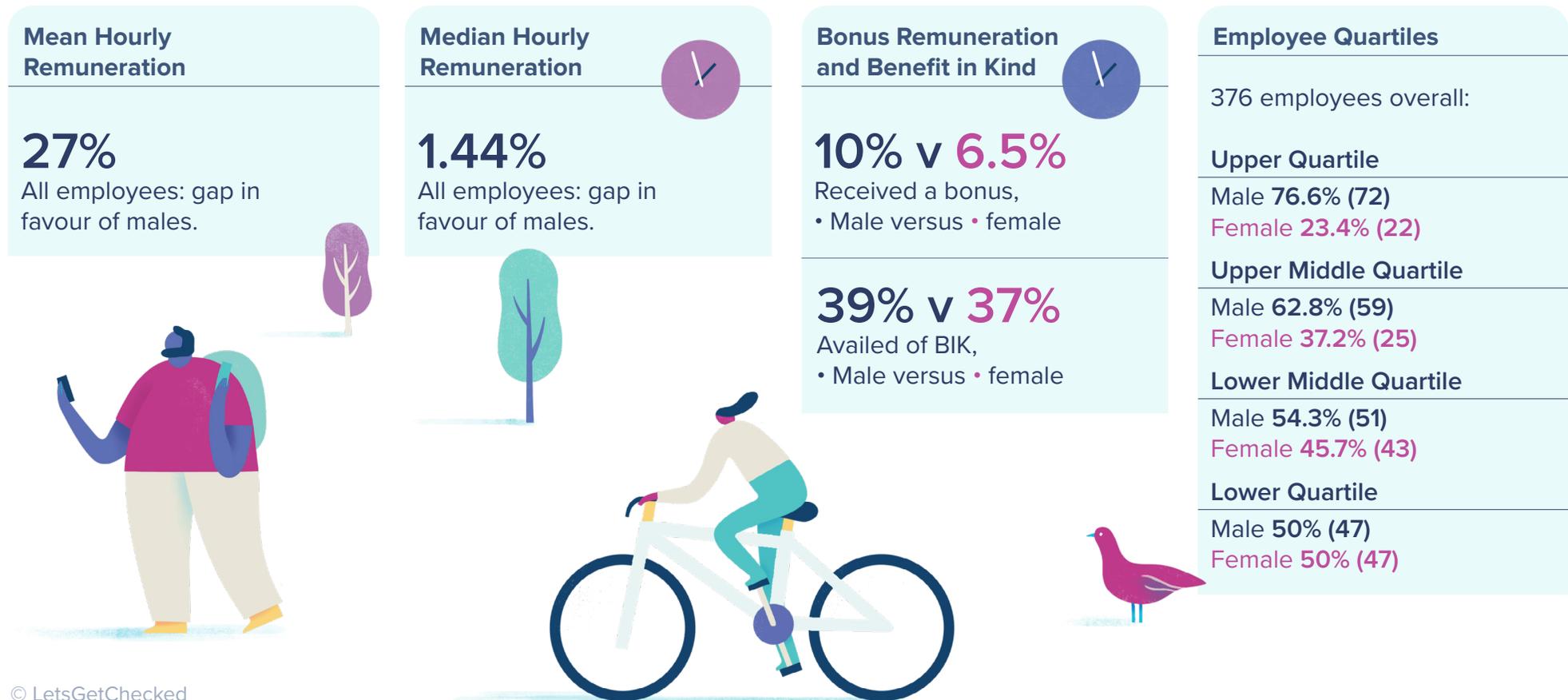
Male **51% (46)**

Female **49% (44)**



LetsGetChecked Gender Pay Gap (Ireland Only) 2024

The below data is based on our snapshot date of 25th June 2024. LetsGetChecked has employees based in Ireland, Portugal, Spain & the US. The following information relates to Irish employees only.

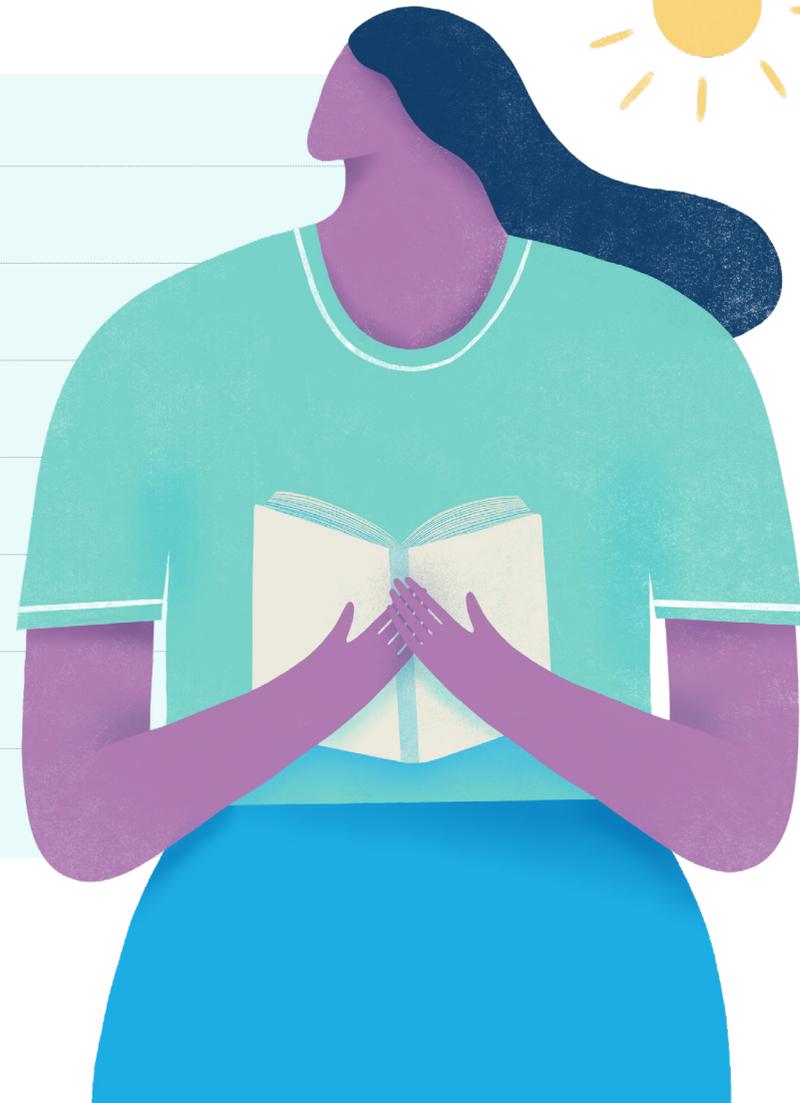


Affirmative Action Plan

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 our current goals, that will enable minorities to avail of further opportunities within LetsGetChecked.

We will continue to focus on our global team and ensuring equal opportunities across the board.

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

