

# Gender Pay Gap report Ireland - 2022



Science.  
Applied to Life.™

# Introduction

As a company committed to [diversity, equity and inclusion](#), 3M recognises the importance of closing the gender pay gap to ensure that all our employees are valued equally.

Not only does this strengthen the position of women within the workplace and society, it has a proven impact on financial performance, development of diverse skills and perspectives, and fostering a culture of collaboration which is integral to the innovation process.

We know that a diverse workforce helps us better understand the needs of 3M customers, suppliers, and community partners around the world, and that equity and inclusion are the key to unlocking the true power of that diversity. We aspire to be an enterprise where people are respected for who they are, and everyone feels a sense of belonging — both within and outside of our walls.

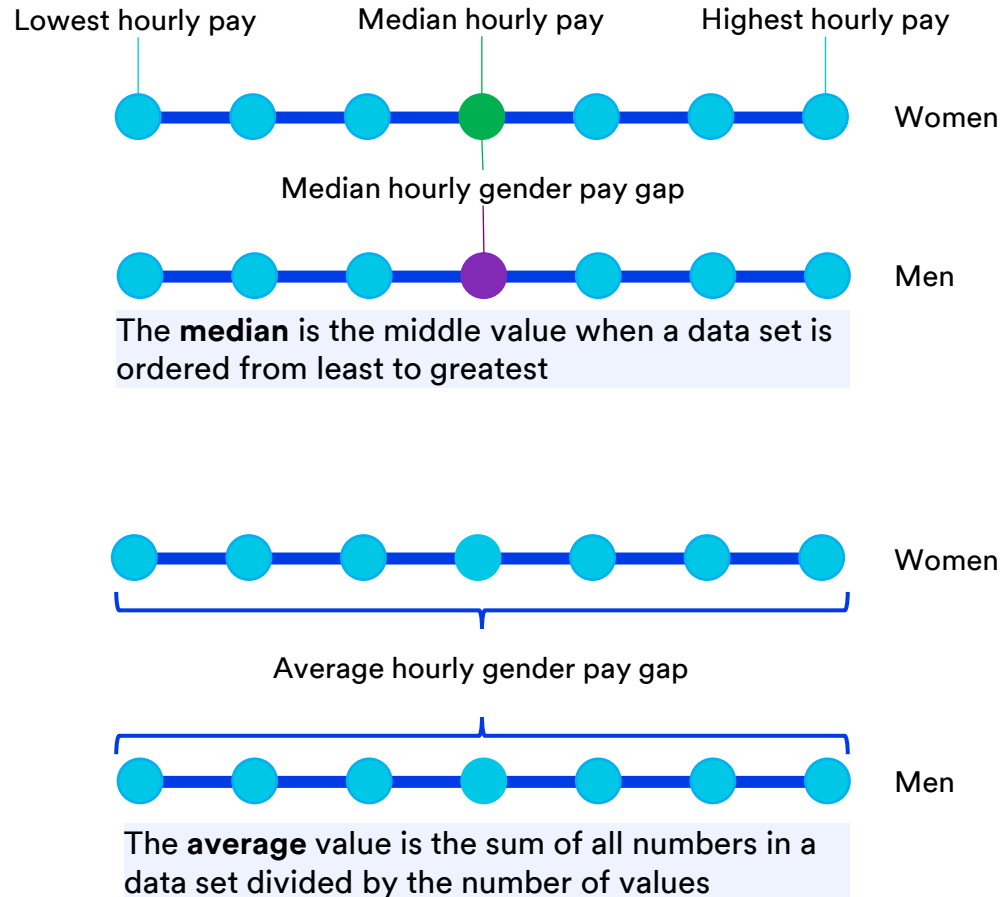
# What is Gender Pay Gap reporting?

From 2022, if you are an employer who has a headcount of 250 or more in the month of June, you must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date' and must be a date in June 2022.

KCI Manufacturing employed 408 people on the chosen 'snapshot date' of 25th June 2022.

Any legal entities with less than 250 employees are not required to be reported, which means that KCI Medical Limited, 3M Ireland Limited, 3M Digital Science Community Limited and 3M Global Capital Limited entities are excluded from this report.

The gender pay gap does not measure equal pay, instead it measures the difference between men and women's average and median hourly pay. Equal pay, on the other hand, is the legal obligation under the Employment Equality Acts 1998 – 2015 that requires employers to give men and women equal pay if they are employed to do equal work.



## Average vs Median values

While an average has traditionally been a popular measure of a mid-point in a sample, it has the disadvantage of being affected by any single value being too high or too low compared to the rest of the sample. Therefore, a median value is sometimes taken as a better measure of a mid point.

# Our 2022 results

The numbers presented include bonuses and the grant value of Long-Term Incentives (LTI) awarded to eligible employees.

We have a larger proportion of men in the company, especially in higher positions that are eligible for larger variable pay, which drives the average pay gap in favour of men.

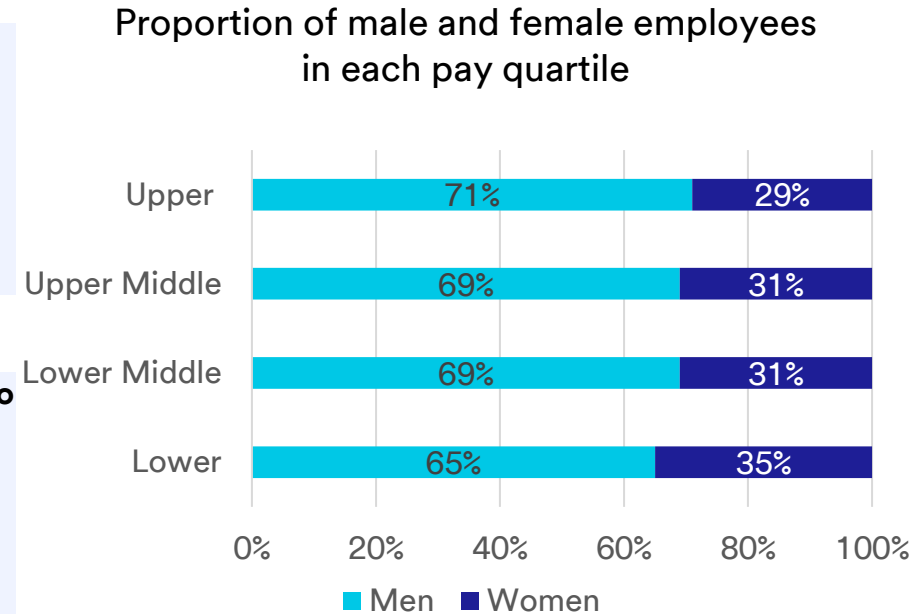
We have compared average hourly pay rate by 3M internal job grade between male and female employees, including and excluding bonuses, and found no material differences in either direction that indicates unequal pay.

Hourly pay rate	
Median Pay	Average Pay
<b>2%</b>	<b>7.4%</b>
Higher for men	Higher for men

Bonus pay	
Median Bonus Pay	Average Bonus Pay
<b>-45%</b>	<b>20%</b>
Higher for men	Higher for men

Proportion of male and female employees receiving a bonus	
Male employees	Female employees
<b>14%</b>	<b>9%</b>

Proportion of male and female employees who have a Benefit In Kind (BIK)	
Male employees	Female employees
<b>99%</b>	<b>96%</b>



# Our current and future plans

3M is working on several initiatives to achieve greater gender balance in more senior positions and across our functions. This will take time, but we are actively planning for the future. From a recruitment perspective, we strive to ensure our jobs are visible and attractive to everyone, particularly underrepresented groups such as women, and we monitor gender balance alongside other key diversity metrics during and beyond the hiring process.

As a science-based technology company, we have an ambitious global goal of creating [five million STEM \(Science Technology, Engineering and Maths\) and skilled trade learning experiences](#) for under-represented individuals by 2025. In Ireland, we support this by encouraging more students – particularly girls – into STEM careers through inviting local schools to the Athlone site as part of Irish Science week.

We have an active Women's Leadership Forum Employee Resource Network for the North Europe Region, with two representatives from Ireland on the steering committee. This group organises a number of engagement activities, including a panel discussion on Women in Leadership Positions, to highlight career paths across different functions.

Our regional STEM champion, Sarah Chapman, is a regular speaker at external events focused on increasing female participation in science and technology roles, and we have partnered with The STEM Hub to profile 3M employees in jobs using STEM skills through our [Career Capers Cards](#).

**Declaration**

We confirm that the information and data reported is accurate and in line with the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022.

**Katherine Parks**

Human Resources Operations Leader  
North Europe Region