

Hollister
Incorporated

Gender Pay Gap Report

2024



Introduction

Hollister Incorporated is an independent, employee-owned company that develops, manufactures, and markets healthcare products worldwide serving healthcare professionals and patients for more than 100 years – making a difference in the journey of life for people throughout the global community.

Our mission is to make life more rewarding and dignified for the people that use our products and services.

Our principles that we strive to embody in our actions as individuals and as a company are dignity of the person, service, integrity and stewardship.

The Ballina facility opened in 1976 and at the end of June 2024 there was 931 associates employed. We strive to ensure a proactive approach to Inclusion and Diversity (I&D) and have a global I&D committee to drive I&D initiatives within the business. We are proud to be an Equal Employment Opportunity Commission (EEOC) employer, a distinction that we take very seriously.



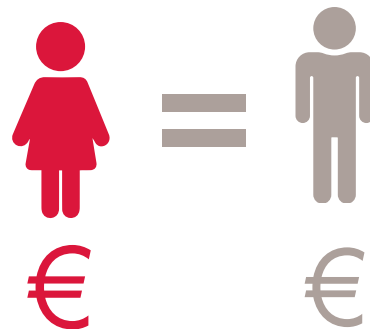
What is Gender Pay Gap?

The gender pay gap is the difference in the average hourly salary of women and men across an organisation.

It is important to differentiate between 'gender pay gap' and 'equal pay'. The gender pay gap considers broader pay disparities such as a lack of females in senior leadership roles, an over representation of females in lower paid and part time positions or a gender domain function / job.

Equal Pay

Equal Pay mandates that individuals should earn the same for performing similar work.



Gender Pay Gap

The gender pay gap shows the difference in average pay of men and women, irrespective of the role they perform, or level of seniority.

It is worth noting that in a population with unequal numbers of men and women, even when there is equal pay there will be a gender pay gap.



How is it Calculated?

Median Gender Pay Gap

Used to determine the value that is exactly in the middle of a data set when it is ordered from low to high.

Mean Gender Pay Gap

Used to determine the average hourly pay rate.

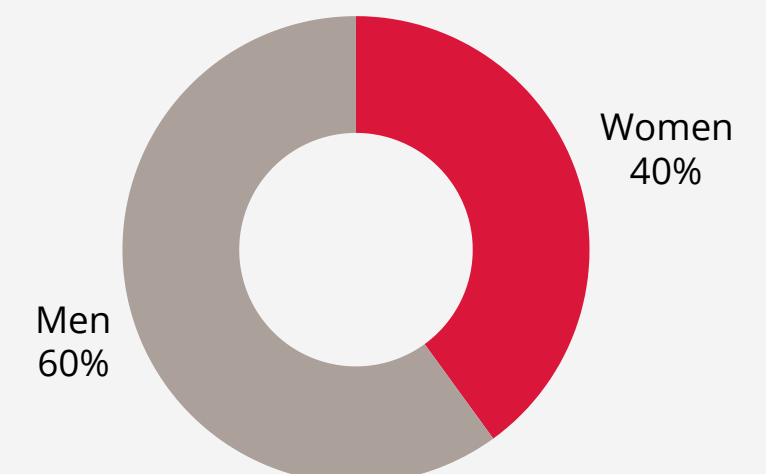
Pay Quartiles by Gender

The proportion of male and female associates in each of the quartiles ranked from lowest hourly rate to highest hourly rate.

2024 Gender Pay Gap

The findings show an overall mean pay gap of 24.55% and a median gap of 13.84%.

This is based off a total population of 931 associates of which 560 are male and 371 are female.



2024 Gender Pay Gap Results

Median Bonus Pay Gap: 17.43%

Mean Bonus Pay Gap: 40.40%

Temporary Hourly Mean: 2.54%*

Temporary Hourly Median: 9.63%*

Part time Hourly Mean: 6.31%*

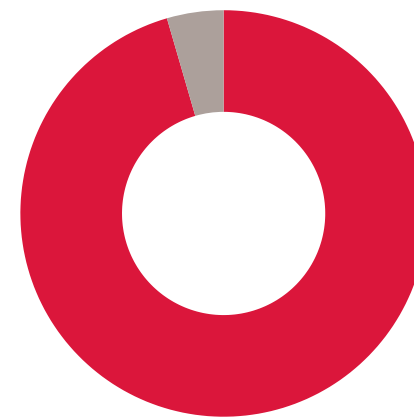
Part time Hourly Median: 6.37%*

*There are 9 males and 60 females in Part-time roles.

*There are 23 males and 13 females in Temporary roles

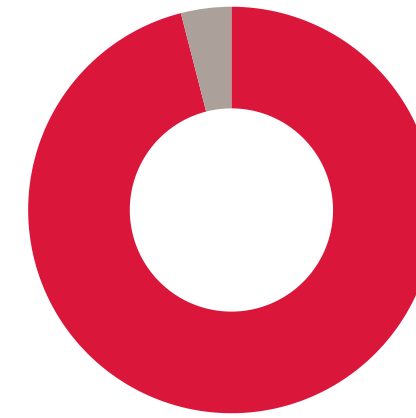
Bonus

Proportion of males and females receiving bonus payment.



95.5%

Proportion of males receiving bonus



96%

Proportion of females receiving bonus

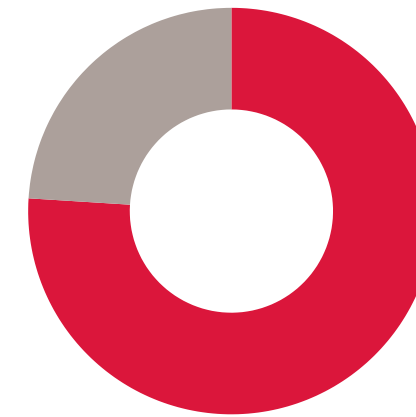
Benefit in Kind

Proportion of males and females receiving payment in the form of benefit in kind (BIK).



77%

Proportion of males receiving BIK



76%

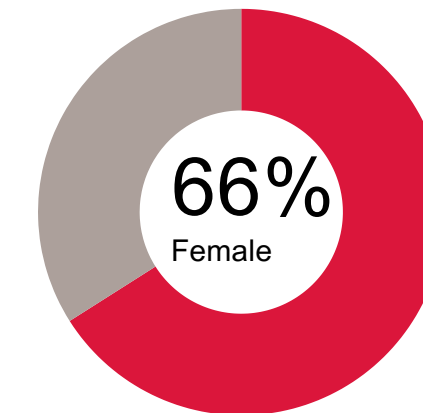
Proportion of females receiving BIK

Pay Quartiles

Proportion of males and females in each pay quartile.



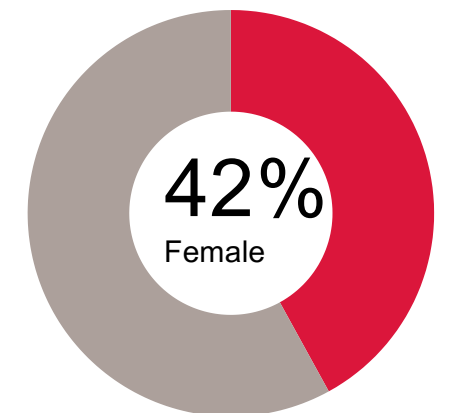
Lower



66%

Female

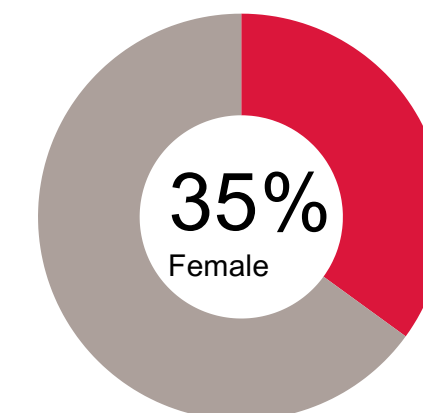
Lower Middle



42%

Female

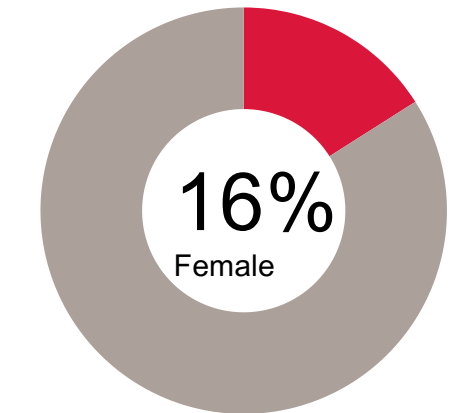
Upper Middle



35%

Female

Upper



16%

Female

Understanding the Numbers

Remember that the Gender Pay Gap is not the same as Equal Pay. The Gender Pay Gap is a simple average figure for all associates, irrespective of the job that they do. Equal pay ensures that men and women receive equal pay for carrying out the same or equal work.

The main drivers for the Gender Pay Gap are as follows:

There is a greater number of male associates in maintenance and technical engineer areas. Currently maintenance is at 100% male representation.

Historically, there are more men than women holding senior roles in the organisation.

There are a higher proportion of females subscribing to flexible leave opportunities and job share arrangements.

Closing the Gap

Continued commitment to inclusive recruiting and hiring practices, leveraging our I&D recruitment tool kit, including talent sourcing, diversity in candidate slates and interview panels. Leveraging apprenticeship programme' for future female engineers.

Ongoing support to females through mentoring, coaching, and targeted development assistance programmes to accelerate female progression to more senior roles within the organisation.



Leveraging Hollister's Employee Resource Group such as the Women Initiative Network. It's mission is to create a community of support, allyship, and guidance where women can grow personally and professionally. Although WIN has "women" in its name, everyone- male, female and non-binary is encouraged to join.

Strengthening I&D competency in our people leaders to include skill building, enhanced understanding and unconscious bias training.