



part of **DIPLOMA** LIFE SCIENCES

# Gender Pay Gap Report

**DIPLOMA** LIFE SCIENCES



# Content

- ◇ Introduction
- ◇ What is a Gender Pay Gap
- ◇ Gender Pay Gap Report
- ◇ Mean Hourly Remuneration Gap
- ◇ Median Hourly Remuneration Gap
- ◇ Contract Types
- ◇ Bonuses and Benefits in Kind (BIK)
- ◇ Addressing the Gender Pay Gap



# Introduction

As Managing Director of Accuscience Ltd. and other companies within the Diploma Life sciences sector in Ireland and UK, I am proud to present our Gender Pay Gap Report—a reflection of our ongoing commitment to building an equitable and supportive environment for all employees. At Accuscience, we believe that diversity and inclusion are fundamental to our success, inspiring innovation, strengthening our culture, and driving sustainable growth.

Equality in pay is not just a regulatory requirement; it is a responsibility that we embrace as part of our dedication to fairness and integrity. By sharing our gender pay gap data, we shine a light on where we stand today and signal our intent to foster continuous improvement. This report provides a clear overview of our current position and enables us to set meaningful targets for the future.

We are pleased to note that there is very little variation in median pay, with female employees earning slightly more than male employees. At the same time, we recognise that further increasing female representation within senior leadership remains an important opportunity for Accuscience. As part of this commitment, we have intentionally invested in the development of our female managers by providing access to high-quality leadership and professional training through providers such as UCD Academy, the IMI Institute, the University of Limerick, and specialist legal training programmes. In addition, our partnership with Skillnet Carlow Kilkenny has enabled us to offer a broad range of fully and partially funded learning and development opportunities to both management and the wider team. These initiatives reflect our ongoing focus on strengthening internal capability, supporting career progression, and empowering female talent across the organisation.

Accuscience has also continued to broaden the diversity of our operational and technical teams. This year, we were proud to welcome our first female engineer and our first female warehouse operative—important milestones that reflect our commitment to opening pathways for women into roles that have historically been male-dominated. These appointments signal our ongoing focus on creating an inclusive environment where talent can thrive across all parts of the organisation.

I would like to thank every member of our team for their dedication and ongoing contributions. Together, we can continue to nurture a workplace where everyone—regardless of gender—has equal access to opportunity, development, and reward. We look forward to sharing our progress and learning from others in our industry as we work towards a more equal future for all.

## **James McCann**

Managing Director

Diploma Life sciences Ireland and UK



# What is a Gender Pay Gap?

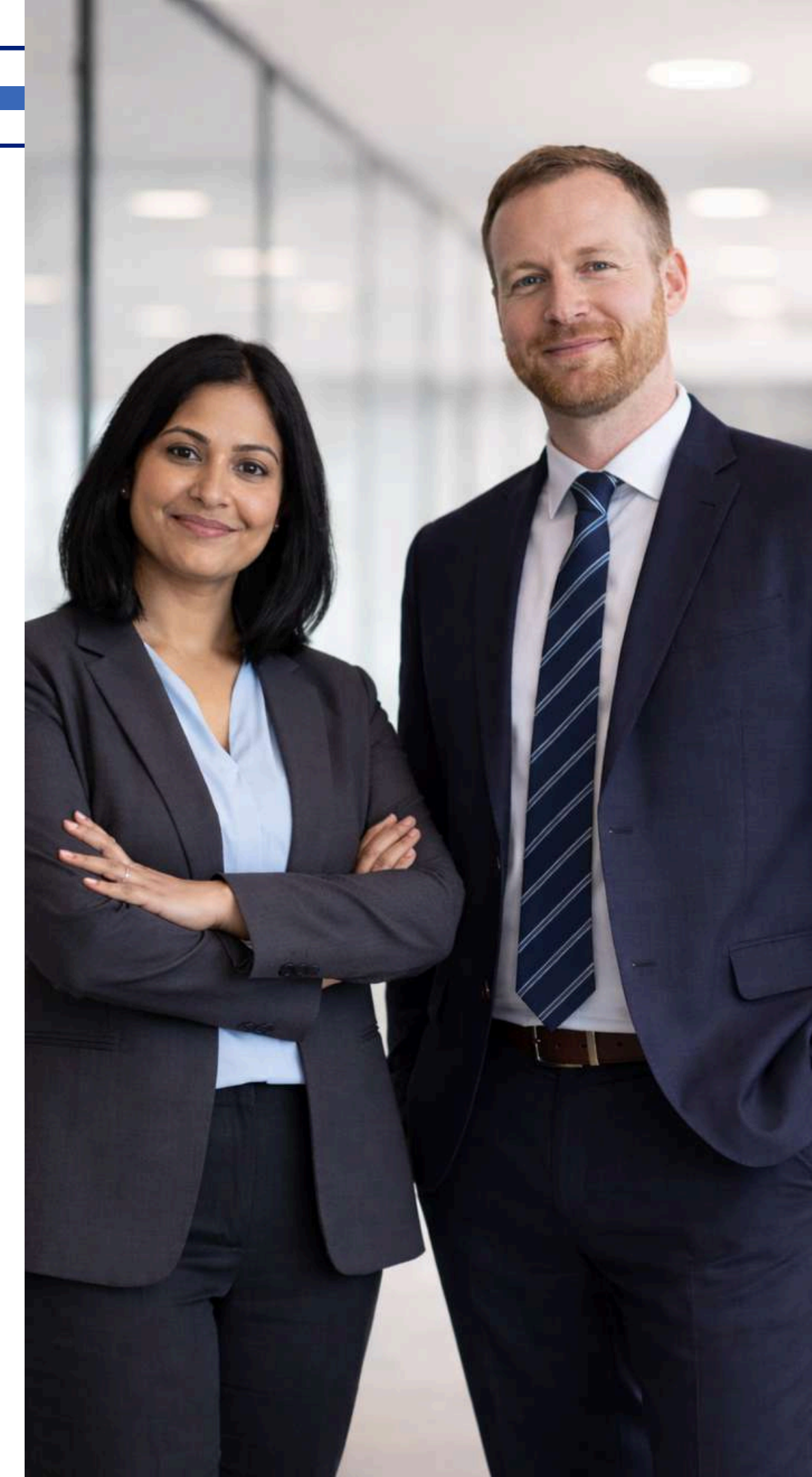
The gender pay gap represents the difference in average hourly pay between men and women across an organisation. It looks at the pay of all employees, regardless of role, seniority, working pattern or experience, and is separate from the concept of equal pay, which concerns paying men and women the same for equal work.

Gender pay gap reporting forms part of the national strategy to improve gender representation, participation and progression in the workplace. While reporting on its own does not resolve the underlying structural or cultural factors that influence pay outcomes, it brings transparency to these issues and enables organisations to take informed, meaningful action.

Under the Gender Pay Gap Information Act 2021, organisations in Ireland with 150 or more employees must report on a defined set of metrics, including mean and median hourly pay gaps, bonus gaps, part-time and temporary employee pay gaps, and the gender distribution across the four pay quartiles.

These data points help illustrate where gender imbalances exist at different pay levels. Where gaps are identified, employers are required to explain the reasons behind them and outline the steps being taken to address them. This ensures accountability and supports a long-term commitment to building a more balanced and inclusive workplace.

Gender Pay Gap Report Accuscience Ireland Limited		Row Labels	Count of Gender	
Snapshot Date: 30 June 2025		Q1	21	
Representation of Male and Female employees across four wage Quartiles		Female	11	52% Females in Q1
		Male	10	48% Males in Q1
		Q2	20	
		Female	5	25% Females in Q2
		Male	15	75% Males in Q2
		Q3	20	
		Female	9	45% Females in Q3
		Male	11	55% Males in Q3
		Q4	20	
		Female	7	35% Females in Q4
		Male	13	65% Males in Q4
		<b>Grand Total</b>	<b>81</b>	



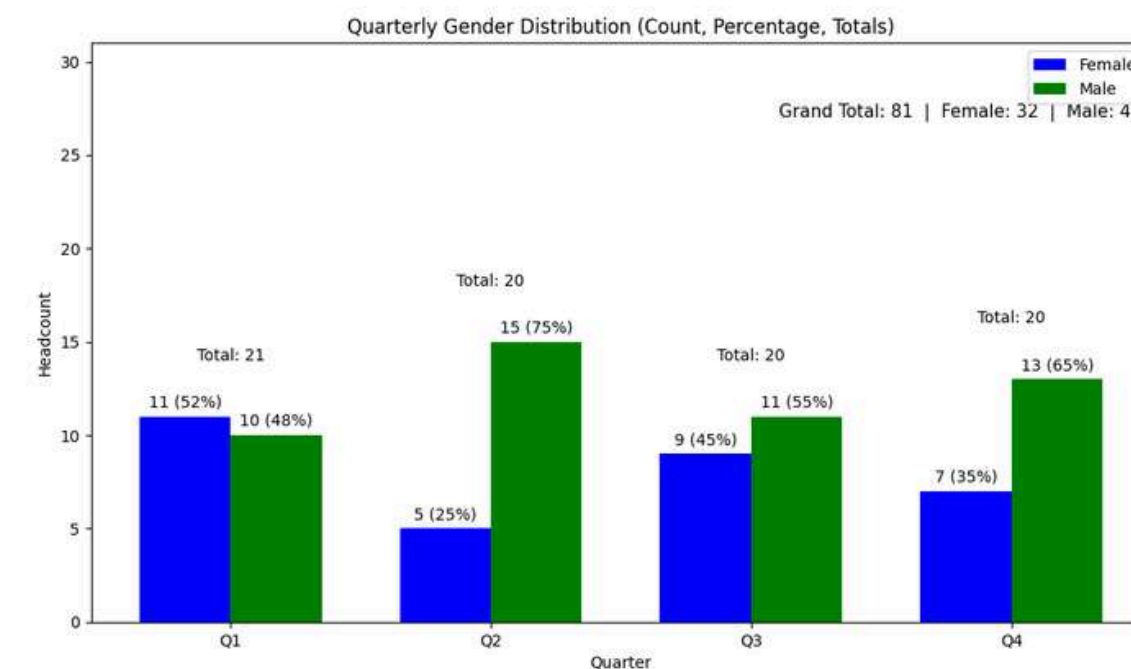
# What is a Gender Pay Gap?

In 2025, Accuscience's quartile distribution shows both areas of progress and clear opportunities for continued development. Female representation remains strong in Quartile 1 (52%) and balanced in Quartile 3 (45%), demonstrating healthy participation of women in a broad range of roles across the organisation. However, female representation is notably lower in Quartile 2, where women make up only 25% of employees.

This quartile is largely comprised of technical, field-based, and warehouse roles—areas where, historically, there has been lower interest and fewer applications from female candidates. This pattern reflects wider industry trends and highlights the importance of continuing initiatives that encourage more women to explore and apply for operational and technical career paths within Accuscience.

Quartile 4, which includes the most senior leadership positions—such as the Managing Director, senior cross-company managers, and field-based commercial roles—also shows lower female representation at 35%. While this is an improvement compared with historic levels, it underscores the opportunity to further strengthen the pipeline of women into senior, strategic, and revenue-generating roles.

Ongoing investment in leadership development, targeted succession planning, and proactive identification of high-potential female talent will remain essential in supporting greater gender balance at the top tiers of the organisation. These efforts will help ensure that the diversity seen in other parts of the business is increasingly reflected across Accuscience's highest levels of responsibility and influence.



# Mean Hourly Remuneration Gap

The mean hourly remuneration analysis shows that female employees earn, on average, 7% less than male employees. This difference reflects the distribution of men and women across various roles and pay levels within the organisation, rather than unequal pay for equal work. While the gap is relatively modest, it highlights an opportunity to continue strengthening pathways for women into higher-earning roles, particularly those with greater strategic responsibility or technical specialisation. Maintaining focus on career development, progression support, and balanced representation will help further narrow this gap over time.

*Mean Hourly Remuneration: Total Employees*

Row Labels	Average of Hrly Rate	
Female	27.32580038	7% On average, females are paid 7% less than males
Male	29.24220479	
<b>Grand Total</b>	<b>28.48510675</b>	

## Contract Types

*Mean Hourly Remuneration: Breakdown by Contract Types*

Row Labels	Average of Hrly Rate	
<b>Full-time</b>	<b>30.10</b>	
<b>Perm</b>	<b>30.41</b>	Gender Pay Gap - Permanent Full Time 0% In relation to permanent full time contracts, females are paid the same as males
Female	30.44	
Male	30.39	
<b>Temp</b>	<b>19.78</b>	Gender Pay Gap - Temporary Full Time N/A There were no temporary full time female employees
Male	19.78	
<b>Part-time</b>	<b>19.21</b>	
<b>Perm</b>	<b>20.36</b>	
Female	21.24	Gender Pay Gap - Permanent Part time -71% Majority of the part time employees are female
Male	12.39	
<b>Temp</b>	<b>13.48</b>	
Female	13.50	Gender Pay Gap - Temporary Part time 0% In relation to permanent full time contracts, females are paid the same as males
Male	13.46	
<b>Grand Total</b>	<b>28.49</b>	



# Median Hourly Remuneration Gap

**Overall:**

<b>Median Hourly Wage: All Employees</b>	24.52		
Median Hourly wage Male	24.46		
Median Hourly wage Female	24.64	<b>Gender Pay Gap</b>	<b>-1%</b>
<b>Median Hourly Wage: All Temporary contracts</b>	15.76		
Median wage for temporary contracts - Female	18.02		
Median wage for temporary contracts - Male	13.50	<b>Gender Pay Gap</b>	<b>25%</b>
<b>Median Hourly Wage: All permanent contracts</b>	24.73		
Median wage for permanent contracts - Male	24.71		
Median wage for permanent contracts - Female	24.73	<b>Gender Pay Gap</b>	<b>0%</b>
<b>Median Hourly Wage: All full time contracts</b>	24.90		
Median wage for full time contracts - Male	24.52		
Median wage for full time contracts - Female	28.20	<b>Gender Pay Gap</b>	<b>-15%</b>

Across the organisation, Accuscience’s median hourly pay results show strong overall parity, with women earning slightly more than men at the median level (a -1% pay gap). This positive trend is also reflected in permanent and full-time roles, where the median gap is 0% and -15% respectively—demonstrating that women are well-represented in higher-paid, full-time positions and that core pay structures remain equitable. Temporary contracts also show a higher median rate for women, indicating that female employees are accessing higher-value short-term roles. These outcomes collectively highlight meaningful progress in ensuring women have access to well-remunerated roles across different contract types.

At the same time, the data presents opportunities for continued improvement. In temporary and full-time roles, male employees appear more concentrated in lower-paid positions, suggesting a need to strengthen development pathways and role mobility for men in these areas. Sustaining pay parity within permanent contracts will require ongoing focus on transparent pay practices and balanced gender representation across all levels, particularly in senior positions where pay can vary most significantly. Continued investment in leadership development, mentoring, and career progression will help maintain Accuscience’s positive trajectory while ensuring equitable access to higher-value roles for all employees.



# Bonuses and Benefits in Kind (BIK)

The mean bonus data shows a very small gender pay gap of 2.26% in favour of men, with male employees receiving an average bonus of €1,543.90 compared to €1,509.09 for female employees. This minimal difference demonstrates that Accuscience's bonus schemes are applied consistently across the organisation and that men and women have broadly similar access to performance-related rewards. Maintaining this balance is a positive indicator of fairness within our reward structures.

In contrast, the median and mean BIK (Benefits-in-Kind) results highlight more pronounced differences linked to the types of roles held across the organisation. The median BIK is significantly higher for men, largely because BIK-eligible roles—such as field-based, technical, sales, or roles requiring company vehicles—are currently male-dominated. Similarly, the mean BIK gap of 45.11% in favour of men reflects this occupational distribution rather than unequal allocation. These patterns mirror long-standing industry trends, where operational and technical functions typically attract fewer female applicants.

These findings reinforce both the progress Accuscience has made and the opportunities ahead. Continued investment in leadership development, operational upskilling, and talent pathways is helping to strengthen the representation of women in higher-paid, bonus-eligible roles—as demonstrated by the increasing number of women in our upper pay quartile. Expanding access to technical, field-based, and senior leadership roles for female employees will naturally support a more balanced distribution of both bonuses and benefits over time. Accuscience remains committed to fostering an inclusive environment where all employees can progress into roles with greater responsibility, reward, and career impact.

Bonus and BIK	Mean
Median Bonus All Employees	2186.85
Median Bonus Male	1543.90
Median Bonus Female	1509.09
Median BIK All Employees	2455.30
Median BIK Male	2783.37
Median BIK Female	1527.51

Bonus and BIK	Median
Median Bonus All Employees	382.50
Median Bonus Male	0.00
Median Bonus Female	552.50
Median BIK All Employees	1674.30
Median BIK Male	2274.88
Median BIK Female	0.00



# Addressing the Gender Pay Gap – The way forward

In 2025, Accuscience's strategy has remained centred around three key pillars: fostering awareness, prioritising growth from within, and supporting work-life balance, with a strong focus on retaining our valued team members across all areas of the business.

**Awareness:** Diversity, inclusion, and belonging are at the heart of the Accuscience culture and extend to every employee. This year, we proudly achieved Investors in Diversity Bronze accreditation, reflecting our commitment to building an inclusive and supportive environment.

**Growth from Within:** At Accuscience, we believe in unlocking the full potential of all employees. In 2025, we renewed our commitment to providing development opportunities across Diploma Lifesciences in both Ireland and the UK. Our focus has been on talent development at every level, with particular attention to supporting progression from supervisory roles up to senior leadership.

We delivered comprehensive training programmes and leadership development initiatives, designed to empower employees and equip them with the skills and knowledge needed for career advancement within the group. Our long-term aim is to continue filling leadership positions from within, recognising and rewarding the talent and dedication of our people. As part of being a wider group of companies, several of our female managers have also been given the opportunity to lead teams across the organisation, expanding their remit and supporting their continued professional growth.

Accuscience has also taken deliberate steps to broaden female participation in more technical and traditionally male-dominated roles. As part of this effort, we were pleased to welcome our first female engineer and our first female warehouse operative, marking meaningful progress in diversifying talent across operational areas.

**Work-Life Balance and Retention:** The wellbeing of all our employees remains a top priority. We actively seek out and respond to feedback, ensuring that our policies and workplace culture support a healthy work-life balance and promote long-term retention.

Looking ahead to 2026, Accuscience remains committed to building on the progress made in 2025. We will continue to address the gender pay gap, expand development opportunities across Diploma Lifesciences Ireland and UK, strengthen employee retention, and foster a truly inclusive, supportive, and world-class workplace for everyone in our organisation.