

# Jabil Ireland

## Gender Pay Gap Report



**JABIL**

MADE **POSSIBLE.**  
MADE **BETTER.**

December 2022

## At Jabil we strive to make ANYTHING POSSIBLE and EVERYTHING BETTER.



Jabil is a global manufacturing solutions provider with more than 260,000 employees across 100 locations in 30 countries. We're big; but not a household brand because we make products predominantly for our customers. That list includes 300 of the biggest brands in the world in every market from healthcare, packaging, smartphones, cloud equipment to automotive and home appliances.

We are driven by a common purpose: to make a positive impact for each other, our communities, and the environment.

Jabil's culture empowers all employees to contribute to the success of our business and better their communities. We leverage each other's strengths, values and ideas and our collaborative culture is based on our central tenets of Integrity, Ingenuity, and Inspiration.

Jabil is committed to being a place where everyone is safe to be authentically themselves, be heard and belong.

Our global workforce is made up of employees from different cultures, experiences, and generations. They come from different academic and professional backgrounds and contribute unique talents and expertise. We celebrate all these differences and know they make us stronger as an organization.

**DIVERSITY** is all that contributes to individual uniqueness.

**EQUITY** is ensuring access to opportunities of growth & reward.

**INCLUSION** is about creating a sense of belonging.

## Jabil Ireland Background

In Ireland Jabil employs **972 employees** (30% females and 70% males) with over **46 nationalities** represented.

We are pleased to share Jabil Ireland's first Gender Pay Gap Report, a snapshot of our business as of 30th June 2022.

Please note that Jabil Ireland's Gender Pay Gap report includes all our Irish site and corporate employees paid through Jabil Ireland.

While we recognize that we have a gender pay gap we continue to work hard to reduce our mean and median gaps where possible through meaningful actions and specific interventions that support fair and equitable outcomes for all, as well as encouraging more females to consider STEM careers to offer a more balanced talent pipeline for our business into the future

*\*Jabil's registered name in Ireland is Nypro Limited*

## UNDERSTANDING THE PAY GAP

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organisation, expressed as a percentage of the average male earnings.

The hourly rate of pay is made up of basic hourly rate, overtime, shift premium, bonus payments and benefits in kind.

It compares the pay of all employees; not just those in the same jobs, with the same working patterns or the same competencies, qualifications, or experience.

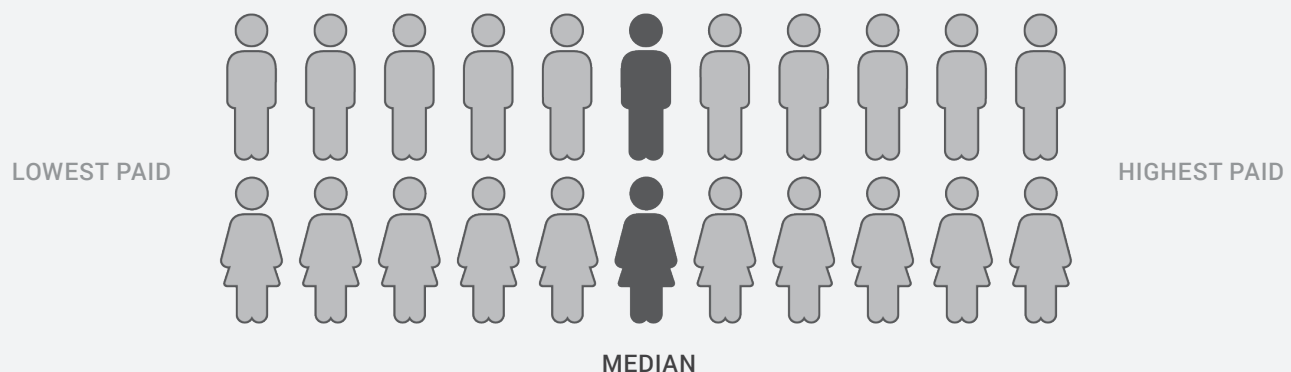
It does not indicate discrimination or bias, but it does report a gender representation gap and captures whether females are equally represented and rewarded across the organisation.

Many factors can contribute to a gender pay gap, including e.g., differences in education attainment and qualifications and experience, positions held, full or part time working and occupations.

### THERE ARE TWO DIFFERENT WAYS THE GENDER PAY GAP IS REPORTED:

#### THE MEDIAN DIFFERENCE

If all our team members were lined up in a female and male row, from lowest to highest paid, the median gender pay gap compares the pay of the female or male in the middle of their row.



#### THE MEAN DIFFERENCE

The mean gender pay gap is the difference in the average hourly rate of pay between men and women.

# Jabil Ireland – Gender Pay Gap

This is our Jabil Ireland’s first Gender Pay Gap report, as we advance our DEI agenda and identify areas of focus.

**In Jabil Ireland’s pay structure approximately 70% of employees are on set hourly rates of pay. These rates apply irrespective of gender. Salary bands are fixed for all grades and applied irrespective of gender.**

30% of Jabil Ireland’s workforce is female. There are less females at senior levels, which is reflective of the challenges more widely in terms of female representation in STEM sectors.

## Jabil Ireland 2022 salary data at a glance



Median Pay gap in hourly pay between male and female employees:



Median Bonus pay gap between male and female employees:



Median pay gap in hourly pay between part time male and female employees:



Median pay gap in hourly pay between temporary male and female employees:



Mean pay gap in hourly pay between male and female employees:



Mean Bonus pay gap between male and female employees:



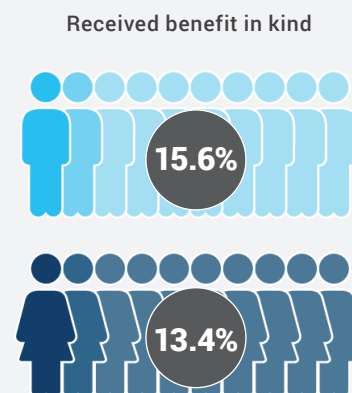
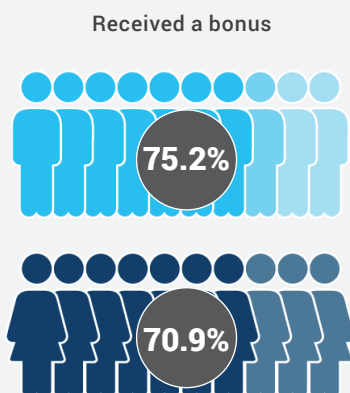
Mean pay gap in hourly pay between part time male and female employees:



Mean pay gap in hourly pay between temporary male and female employees:

At Jabil we focus on the median figure, which ignores extremes, and we feel is therefore the most representative measure.

Jabil Ireland 2022  
 Bonus Data Plus Benefit  
 in Kind at a glance



The respective percentages of all employees who fall within each of

	M	F
the lower remuneration quartile pay band,	<b>lower</b> 67.5%	32.5%
the lower middle remuneration quartile pay band,	<b>lower middle</b> 67.9%	32.1%
the upper middle remuneration quartile pay band, or	<b>upper middle</b> 73.9%	26.1%
the upper remuneration quartile pay band,	<b>upper</b> 77.6%	22.4%
<b>who are of the male gender and who are of the female gender.</b>		

## Jabil Ireland – Explaining the Gender Pay Gap

Gaps arise because there are more males than females in senior roles. Gaps arise also due to more male employees typically working night shifts. Also, the contract manufacturing industry typically employs a higher percentage of males than females.

### JABIL IRELAND - REDUCING THE GENDER PAY GAP

Jabil Ireland has the following strategies and policies in place to help address the gender pay gap:

- **Flexible working policies** are in place, where possible, to support employees in their work-life balance.
- **Recruitment** – we will continue to focus on best-in-class, unbiased recruitment.
- **Provide further education support** to develop employees, including Leadership Development Programmes, whilst ensuring that these opportunities are open to everyone to drive growth, development & internal promotions.
- **Support STEM initiatives** in schools and other educational settings, plus attract more females into careers in STEM through our partnership with third level institutions.

For additional information, visit [jabil.com](http://jabil.com)

## Conclusion...

**Jabil Ireland recognises that we have a gender pay gap and are committed to continuing to challenge ourselves to increase representation of females at senior levels for the benefit of our employees, customers, and the communities in which we live and work in.**

At Jabil Ireland we are committed to:

- Continuing to actively promote programmes aimed at improving support and flexibility for males and female employees.
- Continuing to review our recruitment assets and employer branding to ensure that our language and positioning reflects the inclusive nature of our business and attracts a diverse candidate pool.
- Continuing to strengthen and support female representation in leadership positions through regular reviews of succession plans and targeted development opportunities.

Jabil Ireland is committed to offering a workplace where equal opportunity and unbiased treatment forms an intrinsic part of our culture where everyone is psychologically and physically safe to be authentically themselves.

Further information on Jabil and its focus on Diversity, Equity & Inclusion can be found at [jabil.com](https://www.jabil.com)

*If you are a Jabil employee & would like to discuss the report in more detail, please contact your local HR business partner.*

### About Jabil

Jabil (NYSE: JBL) is a manufacturing solutions provider with over 250,000 employees across 100 locations in 30 countries. The world's leading brands rely on Jabil's unmatched breadth and depth of end-market experience, technical and design capabilities, manufacturing knowhow, supply chain insights and global product management expertise. Driven by a common purpose, Jabil and its people are committed to making a positive impact on their local community and the environment.