

ESTÉE  
LAUDER  
COMPANIES

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IRELAND GENDER PAY GAP  
REPORT 2022

# INTRODUCTION

**At the Estée Lauder Companies, our ambition is to be the most diverse, equitable and inclusive beauty company in the world. Our commitment to gender equity is a critical component to progress toward our goal, and we are continually investing in providing a workplace where all of our people can thrive.**

We recognise the value of a diverse team and the ways our varied strengths, capabilities and perspectives make us more effective in meeting the needs of our consumers.

The Estée Lauder Companies is proud to have been named in the 2022 Bloomberg Gender Equality Index (GEI) for the fifth year in a row.

81% of our global workforce are women and 59% of global Vice President positions and above are held by women\*.

\*as of 31 December, 2022.

All of our 337 employees in the Republic of Ireland work within retail stores and our Irish workforce is predominantly female, broadly reflecting the profile of our customers.

Our gender pay gap analysis shows that we have a mean and median pay gap in favour of females in the Republic of Ireland.

We have progressive work practices which are helping us to create a more inclusive and diverse workforce, which we invite you to read about further in this report.



**Sue Fox,**  
President,  
Estée Lauder Companies  
UK & Ireland



**Naomi Hands,**  
Vice President, HR,  
Estée Lauder Companies  
UK & Ireland

ELC has a mean and median pay gap in favour of females in the Republic of Ireland, where our in-store team is predominantly female, broadly reflecting our consumer base.

# UNDERSTANDING THE GENDER PAY GAP

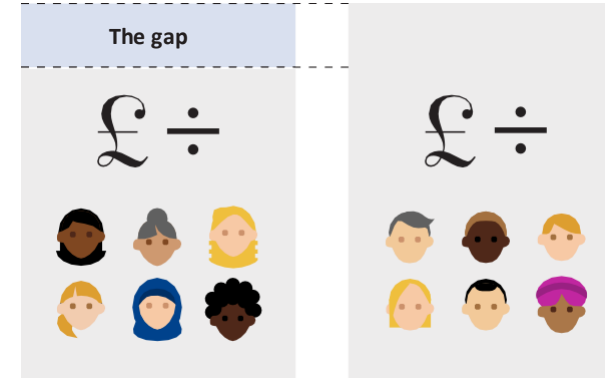
Under the Ireland Gender Pay Gap Act 2021, all legal entities in the Republic of Ireland with more than 250 employees are required to report their gender pay gap, with a chosen snapshot date based on the preceding 12-month period.

The information to be reported includes:

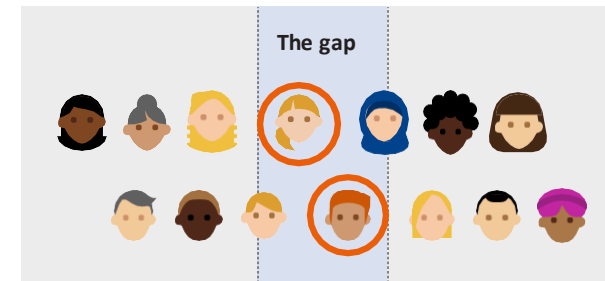
- The difference in average mean & median hourly pay between women and men.
- The difference in mean & median bonus / incentive compensation award.
- Percentage of male & females who received bonuses.
- Percentage of male & females who are in the lower; lower-middle; upper-middle & upper range pay bands.

Positive measures (percentages with a '+') indicate the extent to which women earn, on average, less per hour than men. Negative measures (percentages with a '-') indicate the extent to which women earn, on average, more per hour than men.

Note: the binary gender pay gap analysis does not account for differences in roles nor how the compensation for roles may vary across salary, bonus and equity. The gender pay gap does not measure equal pay, which relates to what women and men are paid for the same or similar jobs or work of equal value.



**Mean:** The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. The calculation is completed separately for males and females and the totals are compared.



**Median:** The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay.

# UNDERSTANDING OUR RESULTS

## THE ESTÉE LAUDER COMPANIES IRELAND

**Our analysis shows that our Gender Pay Gap, in favour of females, is largely driven by our workforce. ELC employs 337 people in the Republic of Ireland – 321 females and 16 males. All of ELC’s employees in the Republic of Ireland work in store.**

- In the Republic of Ireland, we have mean pay gap of -10.96%, while our median pay gap is -1.63%. The pay gap is in favour of females.
- There is -1.63% median hourly pay gap in favour of females and 7.63% median bonus in favour of males.
- Females and males receive an equal percentage of bonuses at 89%.
- We have progressive work practices in Ireland, which are helping us to create a more inclusive and diverse workforce. This includes unconscious bias training, inclusive leadership training and Employee Resource Groups catering to our diverse mix of employees.



Females and males receive an equal percentage of bonuses at 89%.

# STATUTORY DISCLOSURES

\*All Full time (Temporary) Employees are Female

	Full Time (Regular)	
Mean Gender PayGap	-10.96%	
Median Gender Pay Gap	-1.63%	
	M	F
Quartile 1	5%	95%
Quartile 2	10%	90%
Quartile 3	2%	98%
Quartile 4	5%	95%
Mean Gender Bonus Gap	-23.46%	
Median Gender Bonus Gap	7.63%	
% of Males Receiving Bonus	89%	
% of Females Receiving Bonus	89%	

	Part Time (Regular)	
Mean Gender PayGap	2.03%	
Median Gender Pay Gap	2.26%	
	M	F
Quartile 1	3%	97%
Quartile 2	5%	95%
Quartile 3	0%	100%
Quartile 4	8%	92%
Mean Gender Bonus Gap	20.69%	
Median Gender Bonus Gap	53.26%	
% of Males Receiving Bonus	83%	
% of Females Receiving Bonus	88%	

	Part Time (Temporary)	
Mean Gender PayGap	12.21%	
Median Gender Pay Gap	-7.04%	
	M	F
Quartile 1	0%	100%
Quartile 2	0%	100%
Quartile 3	50%	50%
Quartile 4	0%	100%
Mean Gender Bonus Gap	-743%	
Median Gender Bonus Gap	-777.5%	
% of Males Receiving Bonus	100%	
% of Females Receiving Bonus	67%	

IRISH GENDER PAY  
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I confirm the information and data reported is accurate at the time of publication.

Signed:



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**Amit Anand**  
Vice President - Finance,  
Estée Lauder Cosmetics Ltd