

ESTÉE  
LAUDER  
COMPANIES

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IRELAND GENDER PAY GAP  
REPORT 2023

# 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 recognize 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 2023 Bloomberg Gender Equality Index (GEI) for the sixth year in a row.

Half of our global regions are led by women; 59% of vice president positions and higher are held by women; and all six of our research and development innovation centers are helmed by women.<sup>1</sup>

All of our 384 employees in the Republic of Ireland work within retail and our Irish workforce is predominantly women, 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 women 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 women in the Republic of Ireland, where our in-store team is predominantly women, broadly reflecting our consumer base.

<sup>1</sup> as of 31 October 2023

# UNDERSTANDING THE GENDER PAY GAP

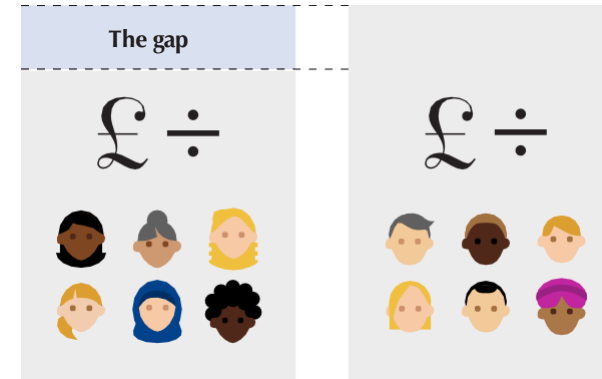
**Under the Ireland Gender Pay Gap Act 2021, all legal entities in the Republic of Ireland with more than 250 employees are required to report their gender pay gap, with a chosen snapshot date based on the preceding 12-month period.**

The information to be reported includes:

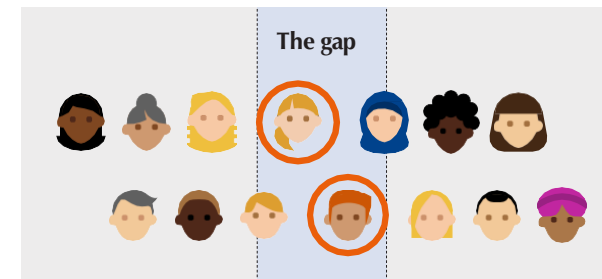
- The difference in average mean & median hourly pay between women and men.
- The difference in mean & median bonus / incentive compensation award.
- Percentage of male & females who are in the lower; lower-middle; upper-middle & upper range pay bands.
- Percentage of male & females who received bonuses.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

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 women, is largely driven by our workforce. ELC employs 384 people in the Republic of Ireland – 363 females and 21 males. All of ELC's employees in the Republic of Ireland work in retail.**

- In the Republic of Ireland, we have mean pay gap of -7.81%, in favour of females while our median pay gap is -2.01%, in favour of females.
- There is -8.08% mean bonus in favour of females and -12.69% median bonus in favour of females.
- 93% of Females and 90% of males received a bonus.
- 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.



ELC has a mean and median bonus gap in favour of females in the Republic of Ireland.

# STATUTORY DISCLOSURES

\*All Part time (Temporary) Employees are Female

	Full Time (Regular)	
Mean Gender Pay Gap	-9.23%	
Median Gender Pay Gap	-2.74%	
	M	F
Lower	6%	94%
Lower Middle	8%	92%
Upper Middle	6%	94%
Upper	2%	98%
Mean Gender Bonus Gap	-19.09%	
Median Gender Bonus Gap	18.25%	
% Receiving Bonus (M/F)	91% / 94%	
% Receiving a Benefit in Kind (M/F)	0% / 3.31%	

	Part Time (Regular)	
Mean Gender Pay Gap	-4.62%	
Median Gender Pay Gap	-5.26%	
	M	F
Lower	4%	96%
Lower Middle	9%	91%
Upper Middle	2%	98%
Upper	4%	96%
Mean Gender Bonus Gap	10.58%	
Median Gender Bonus Gap	4.28%	
% Receiving Bonus (M/F)	89% / 93%	
% Receiving a Benefit in Kind (M/F)	0% / 0.57%	

	Full Time (Temporary)	
Mean Gender Pay Gap	-21.21%	
Median Gender Pay Gap	-21.21%	
	M	F
Lower	100%	0%
Lower Middle	0%	100%
Upper Middle	0%	0%
Upper	0%	100%
Mean Gender Bonus Gap	-365.56%	
Median Gender Bonus Gap	-365.56%	
% Receiving Bonus (M/F)	100% / 100%	
% Receiving a Benefit in Kind (M/F)	0% / 50%	

IRISH GENDER  
PAY GAP REPORT  
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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