

Galderma's Commitment to Gender Pay Equity in Australia

"At Galderma, we are committed to fostering an inclusive and equitable workplace. Our dedication to closing the gender pay gap is a priority, and we are taking significant steps to ensure fair remuneration for all our employees."

– **Rosemary Jolic**, General Manager and Managing Director, Galderma Australia and New Zealand.

Overall Gender Pay Gap: Our latest analysis shows a **7.2% median** gender pay gap on total remuneration. According to the Workplace Gender Equality Agency (WGEA), a pay gap of +/-5% is considered neutral. On base remuneration the median gender pay gap is **13.1%**. Through our review, we have determined that some disparities exist at certain grades, and we have addressed these differences.

Galderma is committed to the ongoing gender pay review and to balanced gender representation across all levels. We are offering programs to support the career growth of all employees, including women. Women represent 75% of our workforce and **40% of our local leadership team**, up from 30% in 2023.

Reward Strategy: Galderma's total rewards strategy aims to attract, retain, and motivate our workforce. Our reward program includes a competitive base salary, variable pay, benefits, and recognition. We regularly review and refine our reward programs to support our commitment our goals and equitable rewards. This includes implementing systems and tools to enhance pay equity, including:

- **Market Benchmarking:** Annually reviewing our pay rates with industry standards.
- **Grade-Based Pay Ranges:** Establishing clear pay ranges for each grade.
- **Compensation Planning:** Using a structured approach to seek to eliminate biases and ensure equitable pay.

Flexible Working and Parental Leave: In recent years, we have enhanced our policies to support all employees, regardless of gender. Key initiatives include:

- **Gender-Neutral Utilisation:** Encouraging both men and women to use flexible working arrangements including parental leave.
- **Bonus Eligibility:** Ensuring bonus eligibility for employees on parental leave for their contributions in the performance year.
- **Salary Reviews:** Conducting salary reviews for employees on parental leave to bridge any potential pay gaps.
- **Superannuation paid on paid parental leave:** Implemented in July 2024.

Focus Areas:

- **Planned Actions:** We are committed to ongoing actions to monitor and manage the gender pay gap and seek to close it, including regular pay audits and targeted remuneration adjustments.
- **Awareness Building:** We will continue to build awareness among leaders and managers about subtle gender biases during recruitment, promotions, and project assignments.

At Galderma, achieving gender pay equity is a continuous journey. We are dedicated to creating a workplace where every employee is valued, respected, and fairly compensated for their contributions.