



Gender Pay Gap 2025

November 2025

Snapshot Date: 01 June 2025	Veryan Medical Ireland
Gender Pay Gap (Mean)	15.2%
Gender Pay Gap (Median)	0.9%
Bonus Pay Gap (Mean)	38.9%
Bonus Pay Gap (Median)	3.2%
Bonus Proportion (Female)	97.5%
Bonus Proportion (Male)	89.7%
Benefit-in-Kind Proportion (Female)	97.5%
Benefit-in-Kind Proportion (Male)	96.6%
Temporary Employees Pay Gap (Mean)	-200.6%
Temporary Employees Pay Gap (Median)	-200.6%
Part-Time Employees Pay Gap (Mean)	44.1%
Part-Time Employees Pay Gap (Median)	54.6%
Proportion Male/Female Employees (Upper Pay Quartile)	38.9% / 61.1%
Proportion Male/Female Employees (Upper Middle Pay Quartile)	47.1% / 52.9%
Proportion Male/Female Employees (Lower Middle Pay Quartile)	35.3% / 64.7%
Proportion Male/Female Employees (Lower Pay Quartile)	47.1% / 52.9%

An analysis of the information shows that the pay difference is due to:

- Veryan having seven members of our Executive Team – four men and three women. Only two Executive Team members are based in Ireland, and both are men.
- There is a higher proportion of our females subscribing to Veryan flexible leave / working opportunities.

Veryan's Commitments

- **Equal Opportunity for Growth:** We ensure that all employees –regardless of gender– receive equal opportunities for further education and training to allow for progression in their chosen career paths.
- **Fair and Competitive Compensation:** We pledge to consistently benchmark our salaries against market rates to ensure compensation remains competitive and equitable for every role.
- **Inclusive and Equitable Recruitment:** We are dedicated to developing and upholding recruitment practices that are fair, balanced, and accessible to all. Our ongoing commitment is to ensure equal opportunity for every applicant, now and in the future.