

Jabil Ireland

2023 Gender Pay Gap Report

Jabil is a global manufacturing solutions provider with more than 250,000 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 400 of the biggest brands in the world in every market from healthcare, packaging, cloud equipment to automotive and home appliances.



Diversity, Equity & Inclusion at Jabil

Jabil is committed to being a place where everyone is psychologically and physically safe to be authentically themselves.

Our global workforce is made up of employees from different cultures, experiences, and generations. Our employees come from different academic and professional backgrounds and contribute their 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 for growth

INCLUSION
is about creating a sense
of belonging



Understanding the Pay Gap

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organization, 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 organization.

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

Is the difference in the average hourly rate of pay between men and women.

Jabil Ireland Pay Gap Figures

Jabil Ireland’s Gender Pay Gap report includes our three Irish sites in Bray, Dublin and Waterford and corporate employees paid through Jabil Ireland.

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. Gaps arise as there are less females at senior levels, which is reflective of the challenges more widely in terms of female representation in STEM sectors. Also due to more male employees typically working night shifts and overtime.

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JABIL EMPLOYEES
IN IRELAND

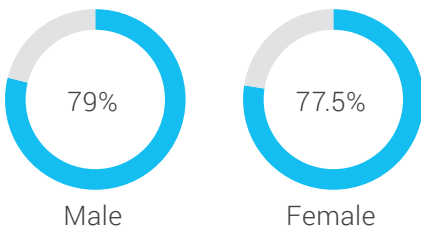
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NATIONALITIES
REPRESENTED

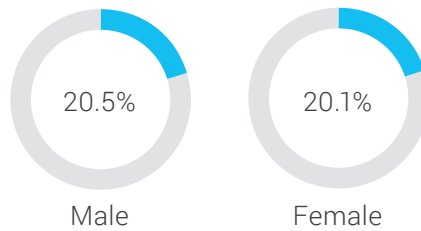
GENDER PAY GAP

Reporting Method	Hourly Pay Gap Male / Female	Bonus Pay Gap Male / Female	Hourly Pay Part Time Male / Female	Hourly Pay Temporary Male / Female
Median Pay Gap	8.5%	19.2%	24.6%	7.4%
Mean Pay Gap	17.7%	39.7%	38.5%	5.8%

% of employees, male and female, who were paid a bonus



% of all employees, male and female, who received benefits in kind



Percentages of all employees who fall within each of remuneration quartile pay band

	2023		2022	
	Male	Female	Male	Female
Lower remuneration quartile	66.3%	33.7%	67.5%	32.5%
Lower middle remuneration quartile	63.0%	37.0%	67.9%	32.1%
Upper middle remuneration quartile	70.0%	30.0%	73.9%	26.1%
Upper remuneration quartile	79.8%	20.2%	77.6%	22.4%

For additional information, visit jabil.com

Our Action Plan

Jabil recognizes we have a gender pay gap in Ireland and are committed to challenging ourselves to increase the representation of females at senior levels for the benefit of employees, customers, and the communities in which we live and work. We are committed to:



FLEXIBLE WORKING POLICIES

Continuing to actively promote programs aimed at improving support and flexibility for employees to support them in their work-life balance.



LEARNING & DEVELOPMENT

Providing educational opportunities to develop employees, including Leadership Development Programmes, to drive growth, development and internal promotion.



TALENT ACQUISITION

Continuing to focus on best-in-class and unbiased recruitment practices ensuring our recruitment assets and employer branding are reflective of the inclusive nature of our business and attract a diverse candidate pool for positions at all levels of the organization.



PERFORMANCE MANAGEMENT

Continuing to strengthen and support female representation in leadership positions through regular reviews of succession plans and targeted development opportunities.



COMMUNITY ENGAGEMENT

Working and partnering with schools, colleges, universities and other educational partners to promote STEM careers to women of all ages in Ireland.



FOSTERING TALENT FOR THE FUTURE

Providing opportunities for development opportunities, internships and apprenticeship positions.

If you are a Jabil employee and would like to discuss the Gender Pay Gap Report 2023 in more detail, please contact your local HR Business Partner.

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

About Jabil

Jabil (NYSE: JBL) is a manufacturing solutions provider with more than 250,000 employees at over 100 facilities 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.