PH Health Limited

Gender Pay Gap Report 2026

PH Health Limited is Par Health's operation in Ireland. We specialise in generic medicines, sterile injectables and active pharmaceutical ingredients. In keeping with the Gender Pay Gap Information Act 2021, this report details gender pay gap metrics for PH Health Limited in Ireland.

The difference between Equal Pay and the Gender Pay Gap

The **Gender Pay Gap** is not a measure of **Pay Equity.**

Pay Equity simply means there is no differentiation in employee remuneration because of gender or other illegitimate discriminatory factors. The application of **Pay Equity** ensures that women and men doing the same or comparable work are paid equitably, all other things being equal.

Under Irish government rules, the **Gender Pay Gap** measures the broad average and median of pay for men and for women across the organisation. The **Gender Pay Gap** takes no account of the different roles that may be occupied by men and women.

An organisation applying **Pay Equity** principles can still have a **Gender Pay Gap**. This is because **Pay Equity** requires equitable treatment within roles and positions, while the **Gender Pay Gap** does not take account of different roles and positions.

Imbalances in the proportions of men and women in particular roles and at particular levels within the organisation provide the main reason for the Gender Pay Gap at PH Health Limited. Specifically, while women represent over half of our people in Ireland, there are more men than women in our most senior roles here currently.

PH Health Limited is committed to pay equity within roles and levels in the organisation. Our gender pay gap metrics do not indicate any deviation from pay equity principles. Appointments to all roles are made on the basis of merit, and we seek where possible to attract applicants from diverse backgrounds.

Our Gender Pay Gap Metrics

This report uses a snapshot date of 1 June 2026 and a reference period of 2 June 2025 – 1 June 2026. In the period under consideration, our headcount was 69, of whom 38 were women and 31 were men. We currently have no part-time or temporary employees.

All employees – PH Health Limited 2025-6															
Hourly Remuneration		Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile		Bonus Receivers		Bonus Gap		Benefits in Kind	
Mean	Median	Male%	Female%	Male%	Female%	Male%	Female%	Male%	Female%	Male%	Female%	Mean	Median	Male%	Female%
31.0%	15.0%	47.1%	52.9%	35.3%	64.7%	23.5%	76.5%	72.2%	27.8%	93.5%	97.4%	48.7%	17.0%	83.9%	92.1%

Our Commitment to Competitive Pay for Par Health Employees

PH Health Limited provides a positive working environment in which our people of all backgrounds and any gender can thrive. We focus on developing our team members, promote on merit and review our total compensation structure based on available market data and benchmarking on a regular basis to ensure competitive pay for our employees. There is good gender balance in our team in Ireland overall, and in the makeup of the local Operational Leadership Team. PH Health Limited is committed to treating all its people fairly, in pay and in all matters.