

Jabil in Ireland

2024 Gender Pay Gap Report

Jabil is a global leader in engineering, manufacturing, and supply chain solutions with more than 140,000 employees across 100-plus locations in over 25 countries. We work with 400 of the world's leading brands across industries from healthcare, cloud equipment, and automotive to packaging and home appliances to bring their products to market.



Diversity, Equity, and Inclusion at Jabil

At Jabil, diversity, equity, and inclusion is defined as:

DIVERSITY

The presence of characteristics like age, disability, experience, gender identity, nationality, race, religion, sexual orientation and more that contribute to individual uniqueness

EQUITY

The processes and systems needed to make sure each employee has the access, support and resources for opportunities of growth and reward

INCLUSION

The attitudes, behaviors and decisions that create an environment of belonging. It welcomes and values the differences of others with an open mind

Recognized as an employer of choice by Fortune and TIME, Jabil is committed to being a workplace where everyone is psychologically and physically safe to be authentically themselves.

Our global workforce is made up of employees from diverse 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. Our global workforce's diversity is integral to our ability to innovate and deliver exceptional solutions to our customers.

Our Action Plan

Jabil recognizes we have a gender pay gap in Ireland and are committed to challenging ourselves to increase the representation of women 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 facilitate, where feasible, programs aimed at improving flexibility for employees to support them in their work-life balance.



PERFORMANCE MANAGEMENT

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



LEARNING & DEVELOPMENT

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



COMMUNITY ENGAGEMENT

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



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.



FOSTERING TALENT FOR THE FUTURE

Promoting manufacturing and engineering as a desirable career choice for all genders by participating in career fairs and providing opportunities for development opportunities, internships, and apprenticeship positions.

2024 has been a pivotal year for Jabil in Ireland, marked by significant milestones that reflect our commitment to gender equity and employee well-being:

- The 18% growth in our workforce, including the recruitment of 208 new employees, demonstrates our ability to attract top talent in an inclusive environment.
- Female representation among our interns at one site reached 64%, a testament to our efforts in engaging young women in STEM.
- Enhanced maternity support programs underscore our dedication to retaining and advancing women in the workplace.
- Ongoing health and well-being initiatives, including two additional paid days off for health and well-being and one paid day for community service, highlight our holistic commitment to supporting employees in both their personal and professional lives.

Whilst we recognize these as significant steps forward, we acknowledge that there is much work to do in addressing the gender pay gap at both an organizational and societal level.

18%

GROWTH IN
WORKFORCE

208

NEW EMPLOYEES
RECRUITED

64%

FEMALE REPRESENTATION
AMONG INTERNS



Understanding the Gender Pay Gap

Jabil understands that addressing the gender pay gap requires not only transparency but also sustained effort in creating opportunities for women at all levels of the organization.

The gender pay gap reflects the underrepresentation of women in higher-paying roles, influenced by systemic challenges within industries like manufacturing.

Many factors can contribute to a gender pay gap, including educational background, qualifications, and experience, such as positions held, full or part-time working, taking unpaid leave (e.g., parental leave), and occupations.

There are two separate ways the Gender Pay Gap is reported:

THE MEDIAN DIFFERENCE

If all team members were lined up in a female and male row, from lowest to highest paid, the difference in pay between the female and male in the middle of their rows

THE MEAN DIFFERENCE

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

Jabil in Ireland’s Pay Gap Figures

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

In Jabil’s pay structure in Ireland, approximately 71% 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.

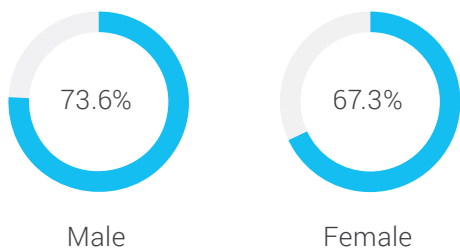
Of Jabil Ireland’s workforce, 30.5% is female. Gaps arise as there are less females at senior levels, which is reflective of the challenges more widely in terms of female representation in STEM sectors. This is also due to more male employees typically working night shifts and overtime.

1314
JABIL EMPLOYEES
IN IRELAND

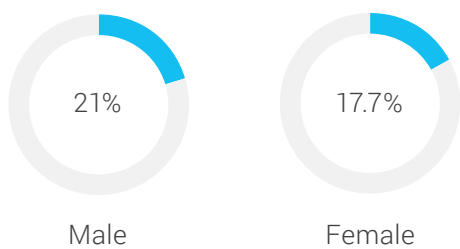
GENDER PAY GAP

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	10.4%	19.3%	-0.6%	1.1%
Mean Pay Gap	20.9%	42.4%	44.8%	3.2%

% 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

	2024		2023	
	Male	Female	Male	Female
Lower remuneration quartile	65.5%	34.5%	66.3%	33.7%
Lower middle remuneration quartile	59.0%	41.0%	63.0%	37.0%
Upper middle remuneration quartile	73.6%	26.4%	70.0%	30.0%
Upper remuneration quartile	79.9%	20.1%	79.8%	20.2%

At Jabil, we are steadfast in our mission to create a more equitable workplace. By building on the progress made in 2024 and maintaining transparency, we aim to continue driving meaningful change, both within our organization and in society as a whole.

If you are a Jabil employee and would like to discuss the Gender Pay Gap Report 2024 in more detail, please contact your local HR Manager.

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

About Jabil

At Jabil, we are proud to be a trusted partner for the world's top brands, offering comprehensive engineering, manufacturing, and supply chain solutions. With over 50 years of experience across industries and a vast network of over 100 sites worldwide, Jabil combines global reach with local expertise to deliver both scalable and customized solutions. Our commitment extends beyond business success as we strive to build sustainable processes that minimize environmental impact and foster vibrant and diverse communities around the globe. Discover more at www.jabil.com.