

Gender Pay Gap Reports

At Novartis, we aspire to have a diverse, equitable and inclusive environment that treats all associates with dignity and respect. We are constantly reviewing and updating our policies. We seek to ensure everyone has a fair opportunity to fulfil their potential and that men and women are paid equally for doing equivalent jobs.

- Gender Pay Gap calculations are based on the pay differences between male and female employees across the organisation. Gender Pay Gap calculations do not consider employee levels or job types. Organisations with more males in senior posts and more females in junior posts will typically have a larger gender pay gap (i.e., where males are paid more than females). In contrast, equal pay is measured by comparing the pay for employees carrying out similar work, taking into account level.
- The Gender Pay Gap is the difference in the pay and bonus pay between men and women across the workforce.
- Click [here](#) to access our Novartis in Ireland Gender Pay Gap Report 2024.

[Access report here](#)

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