

IQVIA's Commitment to Reducing the Gender Pay Gap



Table of contents

IQVIA's Commitment to Reducing the Gender Pay Gap	3
The Gender Pay Gap Context	4
IQVIA Solutions Australia Pty Ltd	5
Average gender pay gap	6
Median gender pay gap	7
IQVIA RDS Australia Pty Ltd	7
Average gender pay gap	7
Median gender pay gap	8
Actions and Strategies	9
Conclusion	10

IQVIA's Commitment to Reducing the Gender Pay Gap

In February 2024, the Australian government has required all employers with 100 or more employees to publish their (i) median gender pay gap for base salary and total compensation, (ii) average gender pay gap for base salary and total compensation, (iii) gender composition associated with average total remuneration by pay quartiles. The report represents a data snapshot taken over a 12 month period from the 1st April 2022 until the 31st March 2023.

In the following statement we are sharing and analysing the 2022-2023 reporting year gender pay gap for IQVIA Solutions Pty Ltd and IQVIA RDS Pty Ltd.

As an employer, IQVIA is committed to fostering a fair and inclusive workplace where every employee feels

valued, respected and empowered. We recognise the persistent challenges associated with gender pay gaps and we are dedicated to addressing and eliminating any gender pay disparities within our organisation.



The Gender Pay Gap Context

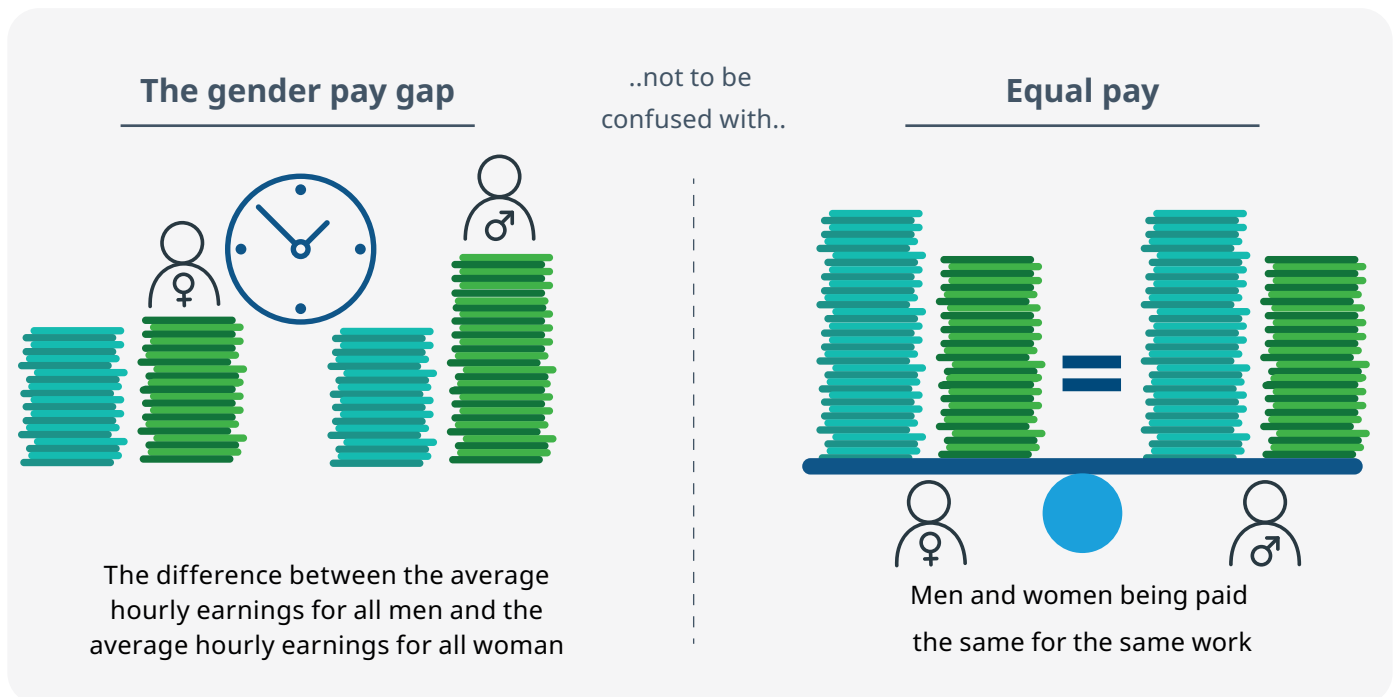
For context, the gender pay gap is the difference in average earnings of all male and female employees, irrespective of their role or seniority, within the quartiles. This is not to be confused with women and men being paid the same for the same or comparable role. This is equal pay and has been a legal requirement since 1969.

The average total remuneration includes base salary, allowances, bonuses and superannuation.

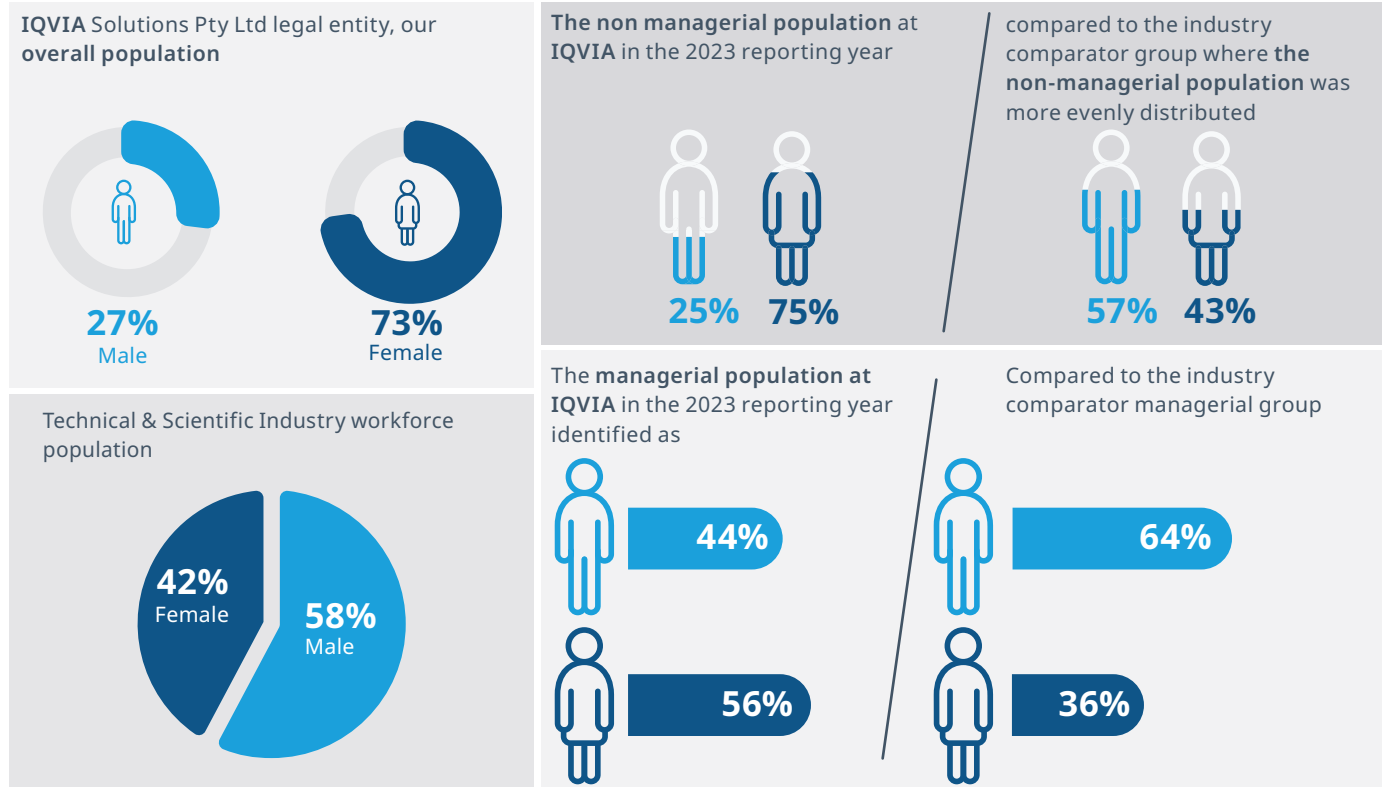
The term **median** represents the middle number in a sorted list arranged in value order from lowest to highest for each gender while the term “mean” refers to the average value.



What do we mean by gender pay gap?



IQVIA Solutions Australia Pty Ltd



In the IQVIA Solutions Pty Ltd legal entity, our **overall population** identifies as 27% male and 73% female with a higher proportion of females in the upper middle and lower middle quartiles. Given IQVIA's specialism in healthcare which has systemically less males than in the wider industry, this is less representative of the Professional, Technical & Scientific Industry workforce population which is more evenly distributed with 58% male and 42% female.

The non managerial population at IQVIA in the 2023 reporting year identified as 25% male and 75% female compared to the industry comparator group where

the non-managerial population was more evenly distributed with 57% males versus 43% female. This result reflects IQVIA's overall workforce population having a higher representation of females overall.

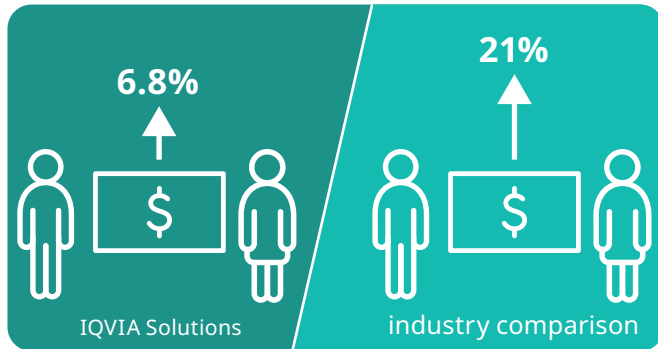
The managerial population at IQVIA in the 2023 reporting year identified as 44% male and 56% female compared to the industry comparator managerial group which has a higher proportion of males with 64% male versus 36% female representation. This reflects IQVIA's commitment to addressing and eliminating any gender pay disparities within our organisation.



Average gender pay gap

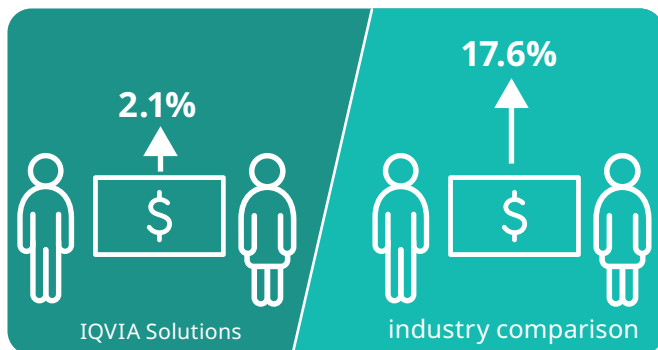
The average gender pay gap (total remuneration) across IQVIA Solutions is 6.8% indicating that on average men earn 6.8% more than women in our organisation. The industry comparison is 21%.

The average gender pay gap (total remuneration)



The average gender pay gap (base salary) across IQVIA Solutions is 2.1% indicating that on average men earn a 2.1% higher base salary than women in our organisation. The industry comparison is 17.6%.

The average gender pay gap (base salary)



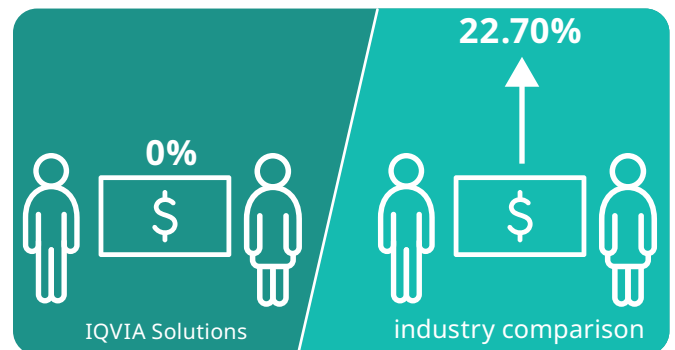
A key driver of this gap is the higher proportion of females at entry level grades, adding to the over representation of females versus males in non-managerial roles (75% female, 25% male) perpetuated by systemic female dominance in the healthcare industry.

Another key driver of the GPG relates to the casual work force at IQVIA which is predominantly female at 86% (compared with the industry average casual female workforce representation at 40%). Notably, the majority of IQVIA's casual workforce is comprised of registered nurses where there are systemic gaps in industry for males in this job category. This is also a driver of IQVIA's total remuneration GPG given that casual employees do not receive an annual bonus as part of their total remuneration.

Median gender pay gap

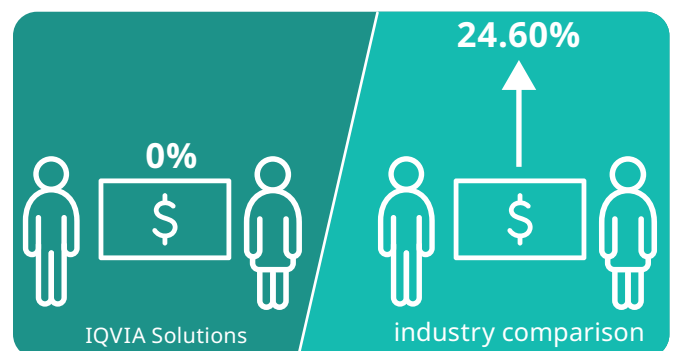
The median gender pay gap for base salary at IQVIA Solutions is 0% compared with the industry gap of 22.7%.

The average gender median pay gap (base salary)



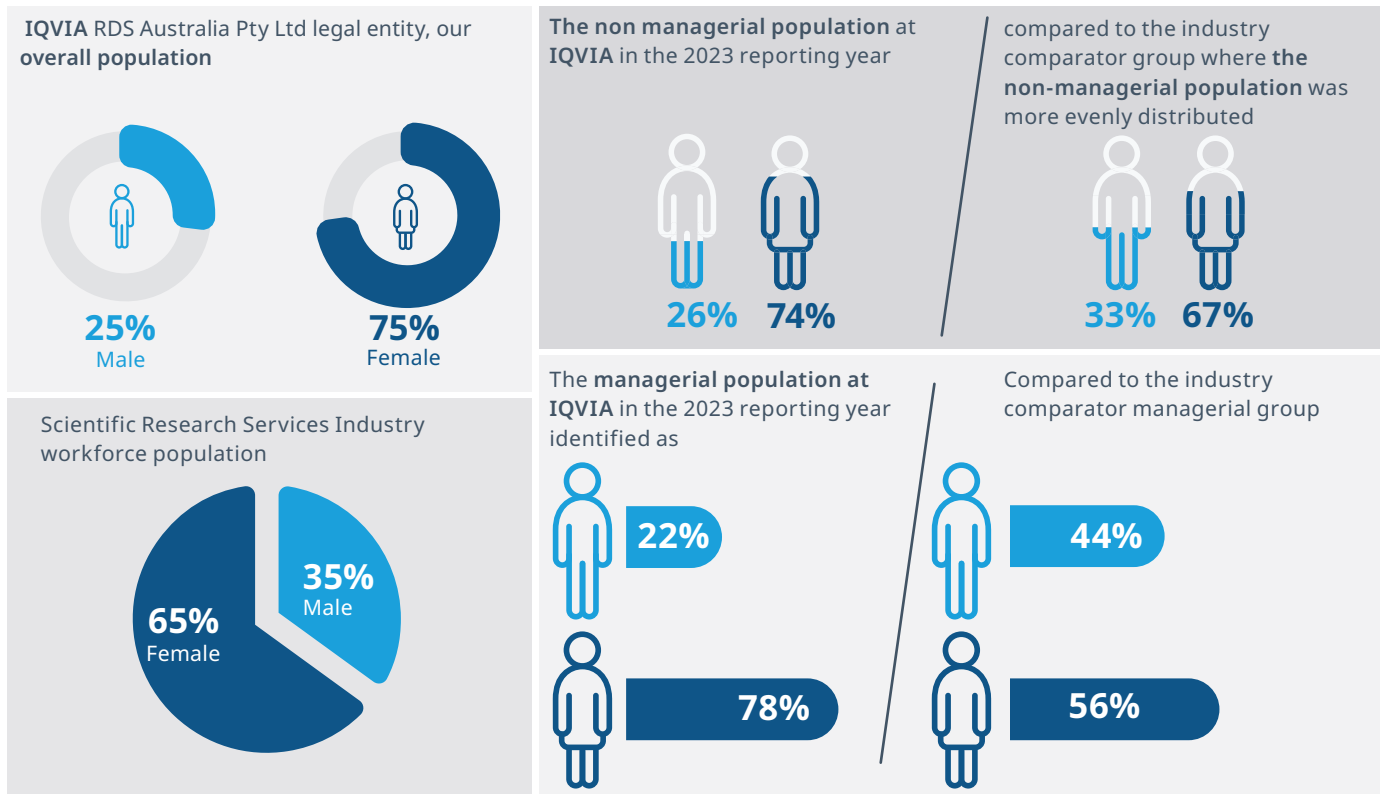
The median gender pay gap for total remuneration at IQVIA Solutions is 0% compared with the industry gap of 24.6%.

The average gender median pay gap (total remuneration)



This highlights a consistent similarity in earnings between genders and is reflective of the work IQVIA has completed in relation to a range of gender pay initiatives which led to IQVIA being awarded as a WGEA Employer of Choice for Gender Equity in 2023.

IQVIA RDS Australia Pty Ltd

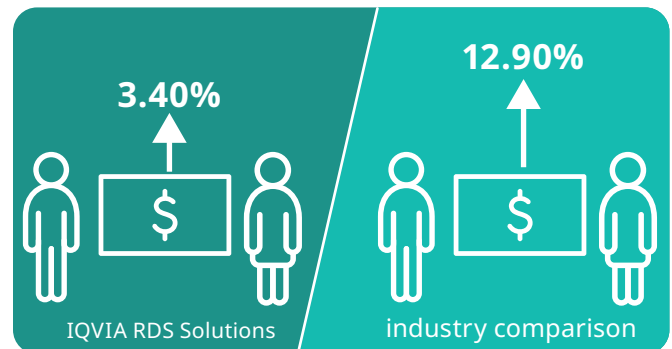


In the IQVIA RDS Australia Pty Ltd legal entity, our overall population identifies as 25% male and 75% female which is consistent across each pay quartile (+/- 5%). This compares with the Scientific Research Services Industry workforce population which is similar at 35% male and 65% female, but the industry has a higher proportion of men in the upper quartile (43% versus 24% at IQVIA).

Average gender pay gap

The average gender pay gap (total remuneration) across IQVIA RDS Pty Ltd is 3.4% indicating that on average men earn 3.4% more than women in our organisation. The industry comparison is 12.9%. The average gender pay gap (base salary) across IQVIA RDS Pty Ltd is 4% indicating that on average men earn a 4% higher base salary than women in our organisation. The industry comparison is 11.4%. The key driver of this gap is the higher proportion of females in the lower grades (77% female versus 23% males) and the systemic gaps in industry for specialist non-managerial positions historically filled by males.

The average gender pay gap (total remuneration)



Average gender pay gap (base salary)

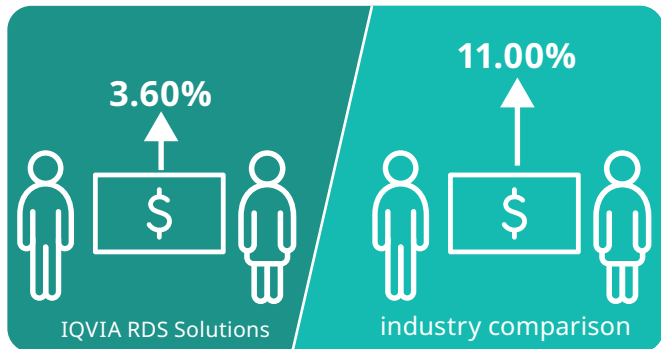


Median gender pay gap

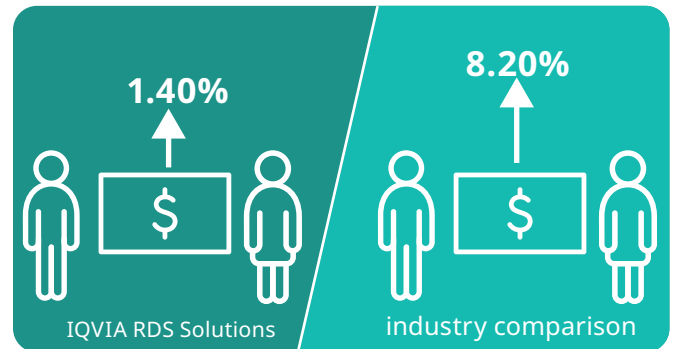
The median gender pay gap (total remuneration) at IQVIA RDS Pty Ltd is 3.6% compared to industry at 11%. The median gender pay gap (base salary) is 1.4% compared to industry at 8.2%.

This highlights a consistent similarity in earnings between genders and is reflective of the work IQVIA has completed in relation to a range of gender pay initiatives which led to IQVIA being awarded as a WGEA Employer of Choice for Gender Equity in 2023.

The median average gender pay gap (total remuneration)



The median average gender pay gap (base pay)



Actions and Strategies

To demonstrate our commitment to eliminating gender pay gap disparity we undertake the following actions and strategies:



Transparent Pay Practices

We ensure transparency and equity throughout our compensation framework, conducting rigorous analyses of all pay-related processes to identify and rectify any gender-based disparities. In 2023, compensation fundamental training has been introduced for line managers, Talent Acquisition and HR to empower our managers to make informed and consistent pay decisions aligned with IQVIA's pay philosophy.



Education and Training

We offer comprehensive Hiring Excellence training on an annual basis to hiring managers which includes unconscious bias awareness and avoidance training.

We are focused on having a diverse pipeline of talent moving across and through our organisation, providing opportunities for all employees to develop and progress through our internal development programmes.

We have had a sustained focus on enabling career progression through launching the IQVIA Learning Academy to enable employees to build in-demand skills of the future as well as embedding Career Connections; IQVIA's innovative internal talent marketplace that offers AI-powered personalized suggestions to help employees expand skills and achieve career aspirations.



Equal Opportunities

We provide equal opportunities for career growth, professional development, and promotions, based solely on merit and qualifications, free from gender bias.

Our recruitment activities are designed to identify a diverse range of candidates and we encourage diversity of applicants at all levels through our job postings and the promotion of IQVIA to a more diverse range of educational institutions.



Supportive Policies

We are continuously reviewing and refining our policies and procedures to ensure they promote fairness and equity in all aspects of employment, including hiring, pay decisions, salary reviews, benefit and career development opportunities.

Where appropriate we offer flexibility of working hours or location to attract a diverse range of candidates supported by our Future of Work initiative, a company-wide effort examining all aspects of how and where we do our work, as well as the technology and tools that will be required to support us.



Accountability and Measurement

We implement measurable goals and hold ourselves accountable by regularly evaluating our progress towards closing any gender pay gap.



Advocacy and Collaboration

We actively engage with external partners such as Women and Gender Equity Agency (WGEA) to advocate for gender pay equity initiatives beyond our organisation. Our Employee Resource Groups (ERGs) continue to expand to support IQVIA's values and commitment to diversity.

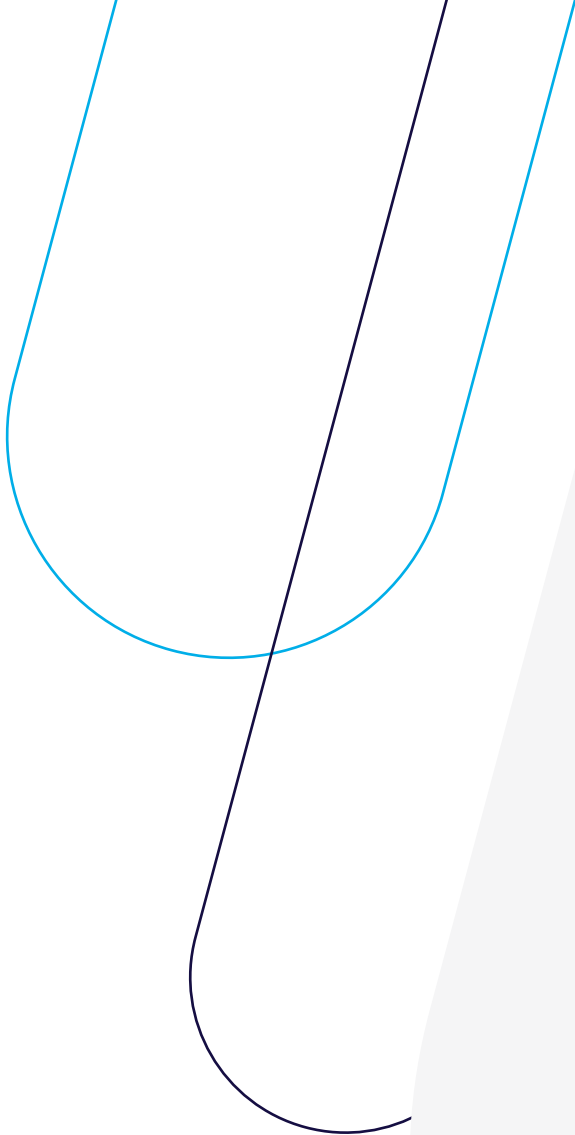
INCLUSIVE CULTURE

At IQVIA we cultivate an inclusive culture that values diverse perspectives, where all employees feel heard, respected, and empowered to contribute their best. In recognition of our inclusive culture, IQVIA was awarded Bronze status until 2026 for its Foundation submission to the Australian Workplace Equality Index Award. The AWEI is a rigorous and evidence-based benchmarking tool that annually assesses workplaces in the progress and impact of LGBTQ inclusion initiatives.

Conclusion

At IQVIA we understand that achieving and maintaining gender pay equity is an ongoing journey that requires continuous effort and dedication. We invite our employees to actively participate in shaping our inclusive culture and to hold us accountable as we strive to create a workplace where gender equality is not only a goal but a reality.





CONTACT US
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