

HPRA Gender Pay Gap Report 2025

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1 FOREWORD

In 2025, the HPRA remains committed to fostering an inclusive and equitable workplace, underpinned by our People Strategy pillars of Purpose, Growth, Belonging, and Wellbeing. We strive to create a psychologically safe environment where trust, connection, and work-life balance are prioritised, enabling everyone to bring their best selves to work.

Our Diversity & Inclusion (D&I) Committee continues to strengthen diversity, equality, inclusion, and accessibility across the organisation, supported by leadership accountability. Diversity is a core value and is reflected at all levels, including our Senior Leadership Team.

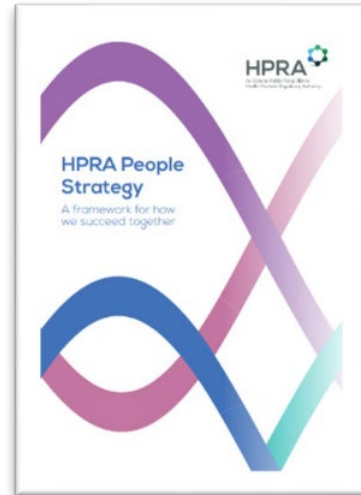
Recruitment processes are transparent and aligned with the Employment Equality Acts, ensuring equal opportunities for all. We maintain robust training for those involved in recruitment to eliminate bias.

We also build on our long-standing commitment to wellbeing through initiatives that promote healthy behaviours and mental wellbeing, tailored to individual needs. Since 2018, we have proudly held the Keep Well Mark accreditation, demonstrating our dedication to best practices in wellbeing.

Through these actions, we aim to ensure every individual experiences clarity of purpose, opportunities for growth, a sense of belonging, and support for their wellbeing.

Nicola Riggs

Director of Human Resources and Development on behalf of the HPRA leadership team.



2 ABOUT THE HPRA

Our vision at the HPRA is to regulate medicines and devices for the benefit of people and animals. And our mission is to focus on excellence in health product regulation through science collaboration and innovation. We regulate a wide spectrum of areas including human medicines, veterinary medicines, medical devices, clinical trials, blood and blood components, human tissues and cells, human organs for transplantation, control substances, cosmetics, and the use of animals for scientific purposes.

Our people are the key to the achievement of our vision and strategic goals and we are committed to creating an open, friendly and inclusive culture where everyone has a sense of belonging.

An inclusive workplace is a positive step to take that allows us to embrace diverse perspectives ultimately creating better outcomes in health product regulation.

This is underpinned by our values that shape our culture, guide our work and how we work together.

	Patient focussed	We put the interests of those who use health products first.
	Integrity	We are independent, proportionate, and transparent.
	Innovation	We continually learn, adapt, and improve.
	Inclusion	We believe in the power of diversity, where everyone is equal.
	Collaboration	We work with others in partnership, respect, and trust.
	Excellence	We work to the highest personal, professional, and scientific standards.

3 GENDER PAY GAP DATA

The HPRA’s gender pay gap was based on the snapshot date of 30th June 2025. As of this date our gender breakdown was **72% female** and **28% male**.

In 2024 our GPG was reported at -1.91%. Our GPG for 2025 is 2.51% (mean hourly pay gap), representing equitable pay without regard to gender. Continuing to be transparent about any gender pay gap is core to our values. This calculation shows a point in time snapshot of the organisation and is influenced by the demographics of our organisation as outlined above.

3.1 2025 gender pay gap breakdown

Gender Pay Gap – Overall

Mean	2.51%
Median	3.46%

Gender Pay Gap – Part time

Mean	-78.52%
Median	-75.24%

Gender Pay Gap – Temporary contracts

Mean	-0.93%
Median -	1.60%

4 EXPLAINING OUR RESULTS

The result of the 2025 gender pay gap reporting for the HPRA highlights the unique composition of the organisation with most senior roles being held by female employees. 66.66% of our executive team are female while 64% of senior manager roles are also female.

The HPRA have policies that promote inclusivity and work life balance which we seek to promote to our employees but also to potential new employees also. We recognise that maintaining a stable and equitable pay structure required ongoing oversight and commitment. Our ways of working include the following:

4.1 Flexible working and leave policies

Our flexible working includes flexi time, flexi leave and our remote working policy. Flexibility allows employees to balance work with personal and family responsibilities. Our leave policies are delivered in line with best practice. We have curated family leave at glance overview to help employees understand their entitlements.

4.2 Transparent promotion

All roles (either existing or new roles) are advertised internally where any employee can apply for the role. For this reporting period 65% of internal promotions, were to female employees across various levels of roles within the organisation while we also noted an increase of staff movement of male employees for transfers and promotions.

4.3 Continued commitment to EDI

We continue to deliver on our commitment to diversity and inclusion, we are an organisation that values varied perspectives and actively works to create an equitable workplace. This commitment is evident at all levels of the organisation. Psychological safety for teams was rolled out across the organisation as well as many initiatives completed by the D&I committee to increase awareness and educate employees.

4.4 Health and Wellbeing

Through our H&W committee and policies and procedures, we support the key pillars of wellbeing which are mental, emotional, physical, family and financial. The initiatives delivered cover a vast range of topics with the aim of supporting our employees.

4.5 Anti-discrimination policy and practice

The HPRA is proud to report a very low gender pay gap, reflecting our strong commitment to equality and fairness across all aspects of employment. This outcome is supported by well-established dignity at work and equality policies, alongside clear procedures to address any

issues that may arise. Our zero-tolerance approach to harassment and discrimination reassures employees that we prioritise a safe, respectful, and inclusive workplace.

We maintain transparent and robust recruitment processes and continuously review them to ensure they remain fair and inclusive and have implemented a recruitment portal to support this goal. Our commitment to diversity means career opportunities are open and accessible to all, including individuals from a wide range of backgrounds. Regular training and clear reporting mechanisms further strengthen our culture of respect and equality, helping us sustain an environment where everyone can thrive.