



Ireland Gender Pay Gap Report

Logitech Ireland
December 2022





"As a humble, 'always learning' company, we expect to be held accountable not just for our financial performance, but also for our performance in contributing to a world that is fair for every person. Change can start with us. We will address systemic discrimination and help assure equity within our company and model the right actions for our industry and others."

BRACKEN DARRELL, President and CEO

Foreword from Elaine Laird, Global Head of Community and Advocacy

At Logitech, we're on a mission to grow and nurture a more representative and inclusive company culture. We strive for fair representation, access and opportunity for everyone. We know that by supporting and empowering our diverse employees and communities, we can reimagine our business practices, we can shape a more equitable industry and also meet increasingly diverse customer needs.

We are proud to have successful women taking global leadership positions in Logitech Ireland, such as Anne Carrigy our CIO who has had a 30 year plus progressive career at Logitech, spanning numerous functions, geographies & roles.



ELAINE LAIRD, Global Head of Community and Advocacy,
Based in Logitech Ireland

Gender Pay Gap Reporting in Ireland

Under new rules applicable to Ireland, Logitech Ireland Services Limited is reporting on its gender pay gap for 2022. We welcome the transparency brought by the new rules, and the spirit behind the measures we are taking here is shared by the organisation globally. It is important to note that the Irish legislative requirements are binary in regards to gender (specifying female compared to male). Whilst we are reporting our statistics in the manner set out by law, at Logitech, we recognise and support all gender identities.

We are proud of the progress we are making towards increasing women's representation at all levels and advancing diversity across our whole company in particular Science, Technology, Engineering and Mathematics (STEM) related roles. Here we will share our gender pay gap numbers, our analysis as to why we have a gender pay gap and the steps that we are taking to close it.



Gender Pay Gap versus Pay Equity Explained

Pay Equity is a means of eliminating gender, racial and other discrimination in the workplace through objectivity and fairness. It does not mean everyone in the company should be paid the same salary, but there should be comparable pay for comparable work. As an organisation, Logitech is committed to Pay Equity as a principle.

The Gender Pay Gap, as shared in this report in line with Irish government requirements, measures the broad mean and median of pay for males and females across the organisation. It does not specifically compare pay for males and females in comparable jobs at comparable levels.

An organisation, paying its people fairly and 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** ignores job differences.

Logitech's Gender Pay Gap Figures in Ireland

Logitech measured its gender pay gap on 30 June 2022, with a reference period running from 1 July 2021 to 30 June 2022. At the snapshot date we had 307 relevant employees, of whom 166 were males and 141 were females. 30 people were on temporary contracts and 10 were part time.

All Employees									
Lower Quartile		Lower Middle Quartile		Upper Middle Quartile		Upper Quartile		Benefits in Kind	
M%	F%	M%	F%	M%	F%	M%	F%	M%	F%
42.1%	57.9%	55.8%	44.2%	59.7%	40.3%	58.4%	41.6%	83.1%	84.4%

All Employees					
Hourly Remuneration		Bonus Recipients		Bonus Gap	
Mean	Median	M%	F%	Mean	Median
3.8%	9.5%	88.0%	85.1%	-5.3%	6.4%

Part-Time Employees		Temporary Contracts	
Hourly Remuneration		Hourly Remuneration	
Mean	Median	Mean	Median
14.3%	4.5%	-4.7%	-1.0%

Understanding the Figures

Hourly Remuneration refers to the difference in total earnings between males and females on a mean (average) and median (middle ranking) basis. It is important to realise that this calculation includes everyone, not just those formally paid by the hour. A positive percentage indicates a gap in favour of males, while a negative percentage indicates a gap in favor of females.

Bonus Recipients sets out the proportion of males and of females who receive any form of bonus. Bonuses for this purpose includes vouchers and share awards as well as regular performance bonuses.

Bonus Gap refers to the gap between males and females on the value of all bonus items taken together. A positive percentage indicates a gap in favour of males, while a negative percentage indicates a gap in favor of females.

The lower quartile sets out, in respect of the lowest paid quarter of our people by hourly remuneration, what percentage are males and what percentage are females.

The upper quartile sets out, in respect of the highest paid quarter of our people by hourly remuneration, what percentage are males and what percentage are females. The same logic applies to the **lower middle quartile** and the **upper middle quartile**.

Benefits in kind sets out the percentage of our people who are in receipt of non-cash benefits of monetary value – for example health insurance.

Closing the Gap

According to Eurostat, across Ireland the gender pay gap is 11% (based on the most recently available figures at time of writing, which relate to 2018). Logitech's hourly remuneration pay gap is lower than this whether looked at on a mean (3.8%) or median (9.5%) basis. In the technology sector, where many roles required a STEM background, gender pay gaps are common and can be large. We believe there is still work to do to reduce our own pay gap. Logitech is committed to address this issue in Ireland and across the company globally in a variety of ways.

Attracting Women to Technology

We recognise that many of the decisions that lead people towards careers in technology companies like Logitech are taken in teenage years or even before. In some cases those decisions are not even conscious ones – and career avenues can be closed off without proper consideration. This can be the case for women in STEM. Logitech cannot solve this problem on our own, but we can make a powerful contribution to addressing it. In 2022, in partnership with [Girls Who Code](#), an organisation working to close the gender gap in technology, we conducted research and produced a report seeking to understand what (and who) is holding women back in tech. The study can be found [here](#). Understanding why there is a gender imbalance in STEM is the first step to addressing the issue and increasing gender diversity.

Fostering an Open Environment

Logitech believes that many measures beneficial to our people as a whole are particularly helpful to women. Flexible working is part of our culture – our managers are routinely encouraged to support employee decision making with respect to working hours that work for them. Remote working and parental leave are some of the benefits designed to support families. We provide global training on unconscious bias to managers, with a particular link made to understanding this when it comes to compensation planning.

Supporting Logi Women EMEA

Our employee resource group focused on promoting the success, health and confidence of women at Logitech grew in participants and activities in 2022. The group hosted the Women's Leadership Program with a number of workshops to build confidence and support leadership development. The group further supported mentoring and self-promotion skills.

Encouraging Internships

Logitech supports gender balanced recruitment. We are seeing significant interest from women in taking the first steps towards a career at Logitech in Ireland. In 2022, more than 70% of STEM internships were filled by women.

From the top: Representation and Pay Equity

Leadership across Logitech is committed to equitable gender representation and pay at all levels.

Annually, each leadership team member conducts a review of their organisation, with extensive analysis of their teams' composition from a gender perspective. In partnership with other senior leaders including our CEO, each organisation is able to identify and commit to furthering diversity in their teams through the development of existing talent, internal development opportunities and external hiring. These organisation reviews are aggregated to analyse the company's overall diversity in executive bench strength and ensure that talent of all backgrounds continues to grow within Logitech. These reviews are also used as preparation for our annual compensation planning process.

When it comes to pay equity, we conduct an annual compensation review to help ensure we pay fairly. During this review process, the executive leadership team is given an analysis of their organisation's pay positions based on gender globally. This opens dialogue and action in the organization to eliminate gender discrimination in the workplace. This doesn't mean that everyone in the company is paid the same salary, but that there is comparable pay for comparable work, regardless of gender. We make salary adjustments as necessary each year during the review process to ensure wages are market competitive and fair.



@LogiWomen

"I believe anyone can have the career that they want in any area of STEM, no matter the industry, gender really should be irrelevant. I am delighted that that's how I feel working at Logitech"



Anna Rafferty Lynam
Mechanical Design Engineer
Based in Logitech Ireland

"I am proud to represent many women at Logitech that are defying trends and taking larger leadership positions globally. My career journey at Logitech has been diverse and fulfilling, allowing me to grow and develop while balancing family life. I hope to encourage more young females to take career paths in STEM and to drive for their career ambitions."



Anne Carrigy
Chief Information Officer
Based in Logitech Ireland



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