

# ALLERGAN LIMITED 2017 GENDER PAY GAP REPORT

## PAY & BONUS DATA

### Allergan Limited Gender Pay Gap based on salary comparison

MEAN

MEDIAN

Allergan  
**15.2%**

UK employers  
**17.4%**

Allergan  
**15.0%**

UK employers  
**18.4%**

Includes all ordinary pay in the pay period inclusive of 5 Apr 17

### Bonus Gap (annual bonuses & long term incentives)

MEAN

MEDIAN

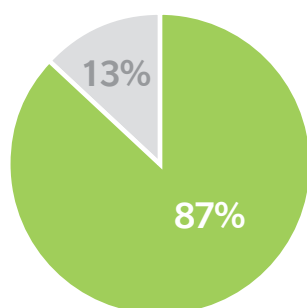
**30.0%**

**40.8%**

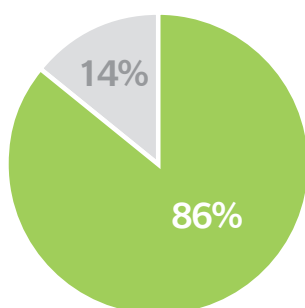
Includes all bonuses paid and long term incentives vested in the 12 months prior to 5 Apr 17

The above table shows Allergan Limited's overall mean and median gender pay gap based on hourly rates of pay as of 5 April 2017. The table also includes the mean and median difference between bonuses paid to men and women within Allergan Limited for 2017.

## PROPORTION OF COLLEAGUES AWARDED A BONUS



Men



Women

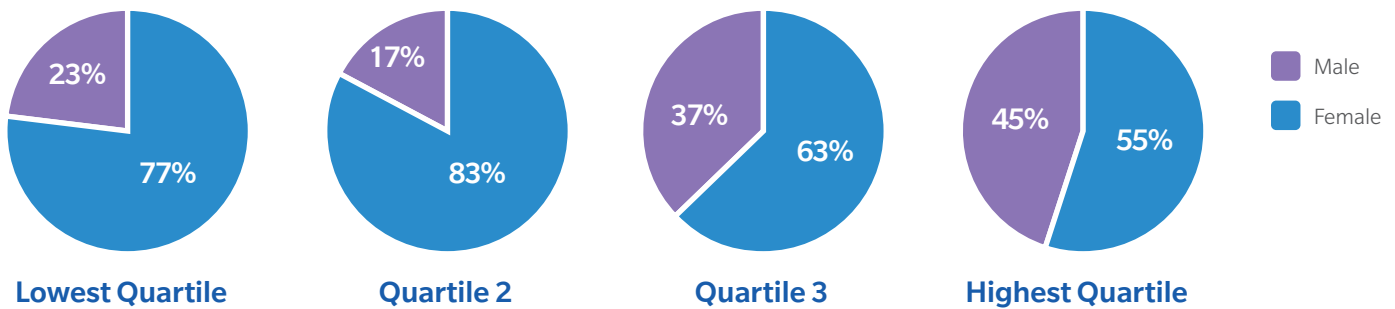
Received a Bonus  
Did Not Receive a Bonus

This chart shows a 1% difference between the number of men and women employed within Allergan Limited who received a bonus for their performance in 2017.

# ALLERGAN LIMITED

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### PAY QUANTILES



The above image shows the gender distribution within Allergan Limited across four equally divided pay quartiles.

Today, we are reporting the results of our Gender Pay Gap analysis for Allergan Limited as required by United Kingdom law. This analysis includes Allergan Limited employees only. As of 5 April, 2017, Allergan Limited's Gender Pay Gap is 15.2% (Mean).

Allergan is committed to conducting additional analyses to further understand where gaps may exist across the organization, and why gaps may exist. In addition, we are committed to conducting pay equity analyses and addressing any gaps that may exist.

While we conduct this work, it is important to highlight that Allergan has taken steps to ensure we treat everyone fairly in every employment decision and ensure everyone is provided an equal opportunity to succeed:

- Gender-neutral employee hiring policy
- Global job grading structure defined by roles, not person or gender
- Enhanced maternity pay/leave programs
- Generous return to work program for new mothers
- Flexible working schedules
- Talent planning and attraction programs to promote diversity at all levels in the organization
- Commitment to STEM Initiatives designed to increase women in STEM leadership

We believe that through these and other efforts, we can continue to focus on and address this issue across our organization. This reporting is not the end of the review on this matter; it's just the beginning for us at Allergan.

I confirm the data reported is accurate.



**Kirsten Carr-Vasey**

Vice President, Human Resources, International

4 April 2018



### GENDER PAY GAP VS. PAY EQUALITY

It is important to understand that the gender pay gap is not the same as equal pay. Equal pay is a legal requirement under UK law, and requires men and women receive the same wages for the same job or for work of equal value. At Allergan, we are committed to equal pay for equal work across our global organization.

The gender pay gap is the difference between the average pay for men and women, across the entire organization, expressed as a percentage of men's earnings.