

HR Shared Services UK&I and International ANNOUNCEMENT

February 3rd, 2025

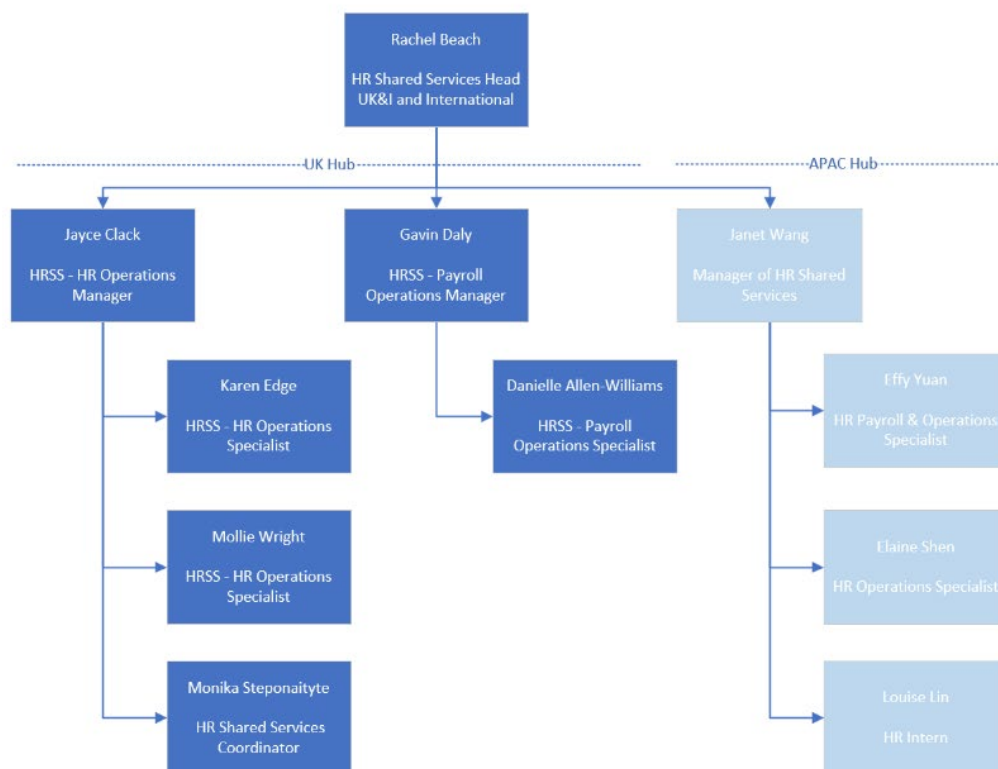


Dear colleagues,

As part of our strategy, Focus Together for Patients & Society, we continue to develop and strengthen our organization.

With this in mind, I'm delighted to share with you the organisational structure below which includes the three operational teams within the revised delivery model - HR Operations and Payroll Operations (UK&I and Int.) and HR & Payroll Operations (APAC) which now reports directly to myself.

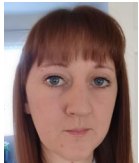
I'm confident that our new organisation, effective from **1st January 2025** will better achieve our target operating model, enabling clear accountabilities and escalations within the team, whilst preparing us for future growth.



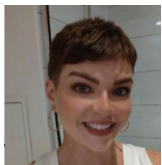
To align the above with our strategy, I am pleased to announce the following promotions and newcomers into our UK&I and Int. HR Shared Services organization:



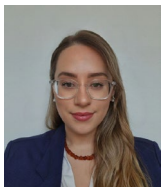
Gavin DALY, previously Senior Payroll Advisor for UK&I is appointed **HRSS – Payroll Operations Manager** and will continue to report to myself. Gavin will continue to lead the Payroll Operations for UK&I whilst harnessing opportunities to support other countries within the UK&I and Int. HR Shared Services remit.



Danielle ALLEN-WILLIAMS, previously HRSS HR Advisor is appointed **HRSS – Payroll Operations Specialist**, reporting directly to Gavin DALY. Danielle will work closely with Gavin in the delivery of payroll services within the UK&I and Int. teams' scope of service.



Jayce CLACK, is appointed as **HRSS – HR Ops Manager**, joining Ipsen following 9 years with Reassure/ The Pheonix Group and has a wealth of experience including the management and leadership of a People Operations Team and working on key change projects in her final role of People Operations Transformation Manager.



And finally, **Monika STEPONAITYTE** is appointed as **HRSS Coordinator**, joining Ipsen from Oscar Mayer where she worked as People & Development Advisor and has significant experience working within a HR Shared Services team at Bristol Myers Squibb, where she provided HR support and advice to employees in the UK, Switzerland, and Nordic regions.

Please join me in congratulating everyone and wishing them success in their new roles.



With this new organization, I'm confident that we'll continue to work effectively with our customers whilst setting ourselves up for success in the future.

Kind Regards

Rachel Beach

HR Shared Services Head, UK&I and International