



VERSION 1



Ireland Gender Pay Gap Report 2023



What is the GPG?

Since its inception in 2022, organisations of a particular size have to report their gender pay gap showcasing the difference between the average hourly rate of pay between male employees and female employees. This is shown as a percentage of the average hourly pay of male employees. It is important to note that gender pay is not the same as equal pay. Equal pay is about men and women receiving equal pay for carrying out the same or similar roles or 'work of equal value'. This report is our annual Gender Pay Gap for Ireland.

Ireland's Gender Pay Reporting

In 2022, Irish legislation is asking any employer with over 250 employees to report their Gender Pay Gap for the first time. Whilst the reporting is similar to the UK (although with a different date snapshot of June), there are some slight differences. Employers will need to publish information about:

- the mean and median gap in hourly pay between male and female employees;
- the mean and median gap in hourly pay of part-time male and female employees;
- the mean and median gap in hourly pay between male and female employees on temporary contracts;
- the mean and median gap in bonus pay between male and female employees;
- the percentage of male and female employees who received bonus pay;
- the percentage of male and female employees who received benefits in kind; and
- the percentage of male and female employees in each quartile pay band.

We are proud to report our Ireland Gender Pay Gap for the second year, and delighted to showcase our Mean (8.3%) and Median (7.6%) are below the Ireland Average of 12.6%, and decreased from last years reporting.

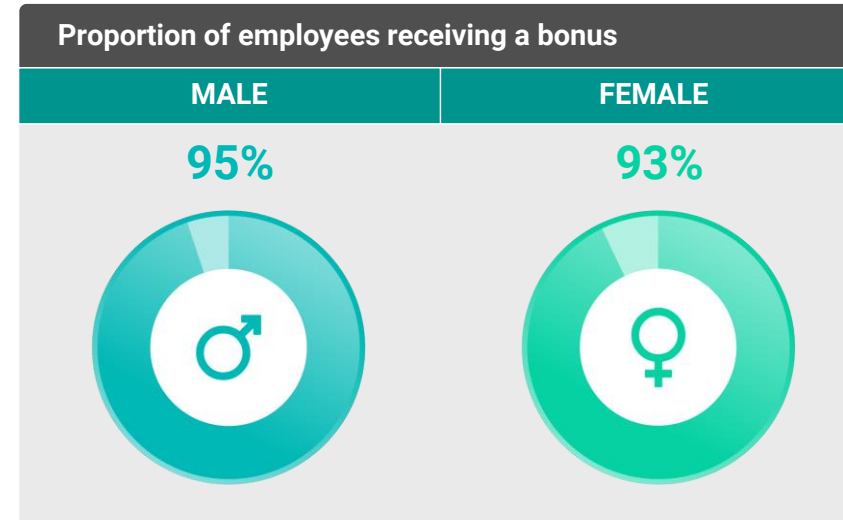


IRELAND GENDER PAY GAP

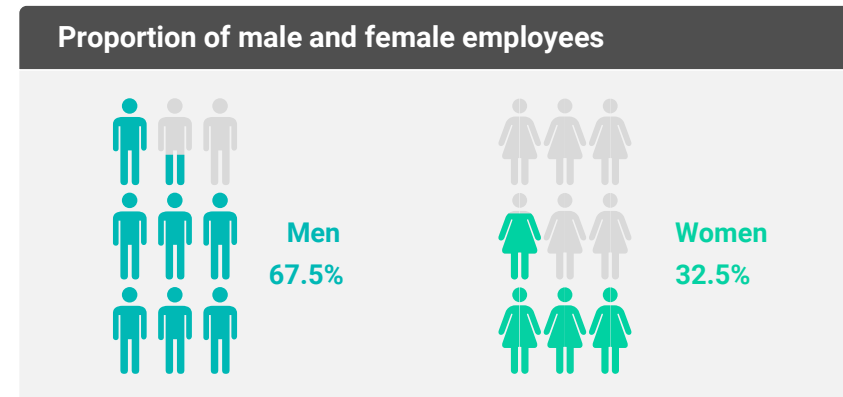
Mean and median pay and bonus gap		
	MEAN	MEDIAN
YEAR	2023	2023
Gender Pay Gap	8.3%	7.6%
Gender Bonus Gap	47%	16.6%

Hourly pay		
	% GAP 2022	% GAP 2023
Mean, all employees	12.1%	8.30%
Median, all employees	11.1%	7.60%
Mean, full time employees	8.9%	9.20%
Median, full time employees	8.5%	8.40%
Mean, part time employees	12.3%	-15.20%
Median, part time employees	3.8%	-6.80%
Mean, temporary employees	51.5%	18.40%
Median, temporary employees	52.9%	26.70%

Proportion of employees in each pay quartile band		
	MALE	FEMALE
PER QUARTILE	2023	2023
Upper	72.40%	27.60%
Upper Middle	71.50%	28.50%
Lower Middle	66.90%	32.9%
Lower	54.0%	46.0%



Benefits in Kind		
	MALE	FEMALE
Receiving B.I.K (medical)	407	174
% Receiving B.I.K (medical)	78%	69%




Our Analysis

- We have 32.5 % female representation across our Irish locations, this is 3.3% higher than our global average of female representation.
- Our Mean (8.3%) and Median (7.6%) are below the Ireland Average of 12.6% and decreased from last year.
- The ‘temps’ pay gap includes only fixed term contracts (FTCs) employees, and no interns (who are all paid a set rate) with a mean gender pay gap of 18.4%.
- We have a median bonus gap of 16.6% and mean bonus gap of 47%, which is comparatively less than the mean bonus gap of last year of 62.1%. This is distorted by earnings at the higher end among our Executives (out of 10 Executives companywide, 8 Executives are in ROI and are all male).

Our Actions

We review our global reward structures and compensation packages on an ongoing basis to ensure that there is no unfair gender or other bias in how colleagues are paid. We are confident that men and women across our organisation are paid equally for doing the same job, with regard to their specific role, seniority, responsibilities, skills and experience and other factors which properly affect pay.

- But in order to address our pay gap, we commit to 4 key actions:
- Continue to develop and promote our women into more senior positions;
- Ensure our Women in Tech Network is equipped with the resources necessary to support and allow our women to thrive;
- Focus on increasing females in our delivery teams;
- Ensure promotions of females is reflective of the proportion of females in the business unit.



“ We are proud to report our decrease in our gender pay gap for Ireland, but we know that we can and will do more to ensure this continues to close. ”