Gender Pay Gap

2025 Analysis

The Belonging Team

November 2025

What is the Gender Pay Gap (GPG)?

Ireland's gender pay gap reporting procedure, introduced under the Gender Pay Gap Information Act 2021, requires organisations with a certain number of employees to report their gender pay gap figures annually. This includes disclosing the difference in average hourly pay between men and women, as well as providing details on bonus payments, benefits, and the proportion of men and women in each pay quartile. Employers are also encouraged to outline the measures they are taking to address any identified gaps. The aim is to increase transparency around pay inequalities and promote actions that reduce the gender pay gap across different sectors. In 2022, organisations with 250 or more employees were required to start reporting, with this threshold decreasing to 150 employees in 2024 and 50 in 2025.

Ireland Tech Sector Overview

In 2025, the gender pay gap in Ireland's technology sector remains a significant challenge, with industry averages reported at approximately 15–16% according to the Central Statistics Office (CSO). Despite ongoing efforts across the sector, progress in narrowing this gap has been limited, and disparities in bonus payments continue to exacerbate overall pay inequality. Research highlights that underrepresentation of women in senior technical and leadership roles remains a key driver of these figures.

Against this backdrop, our own results demonstrate that while our median gender pay gap has increased year-on-year, our mean gender pay gap has decreased to its lowest level since reporting began. Importantly, both figures remain well below the industry average, reflecting our sustained commitment to equity and inclusion. We attribute this progress to initiatives such as enhanced parental support programmes, the growth of our Women in Tech network, and targeted development opportunities aimed at increasing female representation in senior roles.

I can confirm the data outlined in this report has been prepared in accordance with the Gender Pay Gap Information Act 2021.

Carol McNamara

People Director, Version 1

Overview of Our Report

We have been working hard to reduce our Gender Pay Gap (GPG) across the UK and Ireland. This year, our median GPG has increased but our mean GPG has decreased again to its lowest since reporting began (6.8% and 4.2% respectively) and both remain well below the average for Ireland's tech sector.

In recent times we have achieved some significant milestones which we believe have positively impacted our Gender Pay Gap:

- Established 'peer group mentoring' sessions for senior women leaders across the organisation and ran pilot of mentoring programme for women in Northern Ireland office
- Continued with coaching for those taking and returning from maternity and paternity leave
- Growth of our Women in Tech network to over 906 people
- Menopause Support Network offering a supportive community and awareness
- Launched Menstruation Policy
- Female specific events companywide including sessions on female health related issues, DIB, finances, workshops on resilience and confidence and employee led panel discussions
- Upskilled those involved in hiring processes, enhancing practices by fostering an inclusive recruitment mindset.

Whilst we are happy to see our mean pay gap decrease, we have key focus areas in place which we strive to lead on to continue to close the gap. These include:

- A focus on recruitment, retention and progression – outlined in our actions section of this report
- Enhancing our support for female related needs such as policy and health care enhancement
- Intention to focus on addressing gender balance within bonus receiving roles

Carol McNamara
People Director

We are proud to see continued progress on our Gender Pay Gap, achieving our lowest mean gap since reporting began. This reflects our commitment to creating an environment where top talent thrives. By fostering diversity and inclusion, we've increased female representation in the upper pay quartile for the second consecutive year. Our focus remains on pay equity, family-friendly policies, and attracting and retaining exceptional, diverse talent–making Version 1 a destination for ambitious professionals who want to grow and succeed.

Key Highlights

Population Stability:

- The overall population has remained stable from previous years; our mean pay gap has continued to decrease but our median pay gap has increased YoY – this indicates that there has been shifts in mid level roles and proportionately more men at this level than previously.

Gender Distribution in Pay Quartiles:

- There is still a higher concentration of females in the lower pay quartiles compared to the upper ones, highlighting a continued imbalance.
- Within Ireland, the number of females in the upper quartile has increased again by 2%.

Impact of Teams Receiving Bonuses:

- The bonus gap is largely influenced by our teams receiving additional bonuses on top of our quarterly bonuses being heavily male-dominated.

VERSION 1

IRELAND GENDER PAY GAP

Mean and Median Pay and Bonus Gap

	MEAN		MEDIAN	
YEAR	2025	2024	2025	2024
GENDER PAY GAP	4.2%	5.9%	6.8%	4.9%
GENDER BONUS GAP	46.3%	20.5%	9.9%	0.0%

Hourly Pay

	% Gap 2025	% Gap 2024
MEAN, ALL EMPLOYEES	4.2%	4.9%
MEDIAN, ALL EMPLOYEES	6.8%	5.9%
MEAN, FULL TIME EMPLOYEES	5.1%	5.1%
MEDIAN, FULL TIME EMPLOYEES	30.0%	6.4%
MEAN, PART TIME EMPLOYEES	-5.2%	36.8%
MEDIAN, PART TIME EMPLOYEES	-5.2%	22.3%

Proportion of Employees in Each Pay Quartile Band

	MALE		FEMALE	
PER QUARTILE	2025	2024	2025	2024
UPPER	67.9%	70.1%	32.1%	29.9%
UPPER MIDDLE	70.9%	68.6%	29.1%	31.4%
LOWER MIDDLE	62.4%	63.4%	37.6%	36.6%
LOWER	61.9%	63.9%	38.1%	36.1%

Proportion of Employees Receiving a Bonus

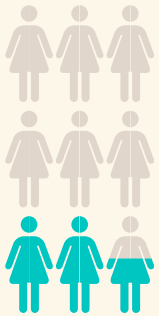
MALE		FEMALE	
2025	2024	2025	2024
94%	98%	91%	95%

Benefits in Kind

	MALE	FEMALE
RECEIVING B.I.K. (MEDICAL)	431	193
% RECEIVING B.I.K. (MEDICAL)	84%	74%

Proportion of Male and Female Employees

Men
65.8%



Women
34.2%

Actions

Continue to evaluate pay equity

- Our established job evaluation process actively eliminates gender bias, we continuously review compensation based on performance and market competitiveness. This enables us to address any pay discrepancies and helps us ensure pay equity across the entire group.
- Reward and Recognition reviewed across the organisation, new system to launch embedding transparency, linking recognition to career progression and supporting life events to create fairness, visibility and opportunity tackling structural barriers.

Family friendly and female health policies

- Increase % of employees receiving Benefits in Kind by encouraging more employees and new joiners to sign up to our health care benefits. Reviewing our offerings of health care benefit and launch benefits awareness campaign.
- Encourage the creation of more part-time and flexible roles at higher levels within the organisation to enable more women to advance without sacrificing work-life balance.

Recruitment

- Evaluate our processes and procedures to ensure diversity within our recruitment funnels
- Recruitment panels to aim for 50:50 men :women ratio, bias free job descriptions and engaging with external orgs to broaden talent pool search.
- Piloting Digital Academy Programme providing training and employment, break down barriers to employment with continued focus on increasing female representation in our Early Careers Programme.
- A drive to increase % of women applying to commercial roles and management.

Progression and retention

- Focus on gaining a gender balance in applications to our Leadership programs.
- Launching a women in leadership programme to continue to increase the representation of females in senior roles and encourage promotion and retention with tailored support.
- Transparency on progression requirements and % increase of women progressing to Level 5

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