

IRELAND GENDER PAY GAP 2024

Introduction

Organisations in Ireland with over 150 employees are required to report on their gender pay gap. The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.

We are committed to building a workforce and culture where everyone is valued, included, and rewarded fairly. Gender pay gap reporting helps us understand the difference in average pay between men and women across our organization and informs the actions we take to improve equity over time.

Since announcing our Galway office as one of our European hubs in November 2020, we have hired over 250 people in country. Diligent is committed to being a diverse and inclusive company which is why, as a business, we understand that gender representation is an area of focus and ongoing improvement.

Our Gender Pay Results



Hourly remuneration — all employees

- Mean hourly pay gap: 1% in favor of women.
- Median hourly pay gap: 2% in favor of men.

Bonus remuneration

- Mean bonus pay gap: 14% in favor of men.
- Median bonus pay gap: 29% in favor of men.

Proportion receiving a bonus and benefits in kind



- Received a bonus: Women 84%; Men 87%.
- Received benefits in kind: Women 87%; Men 82%.

Representation by pay quartile

The percentages below show the proportion of women and men in each pay quartile.

Quartile	Women	Men
Q4 — Upper quartile	52%	48%
Q3 — Upper middle	56%	44%
Q2 — Lower middle	52%	48%
Q1 — Lower quartile	55%	45%

***We do not have any part-time employees on our snapshot date.**

Interpreting the results

Overall hourly pay is closely balanced, with a 1% mean gap in favour of women and a 2% median gap in favour of men, indicating small differences depending on whether averages or midpoints are considered. Bonus pay gaps are more pronounced, with both mean (14%) and median (29%) favouring men, suggesting that typical and average bonus outcomes are higher for men in 2024. A slightly higher share of men received a bonus (87% vs 84%), while a higher share of women received benefits in kind (87% vs 82%). Women are the majority across all pay quartiles, including 52% in the upper quartile.

What we're doing next

Looking ahead, we are continuing to strengthen our pay equity by applying clearer, more consistent guardrails to compensation decisions and ensuring regular, well-documented reviews of both base and variable pay. With promotions now fully integrated into our HCM system, we can apply greater consistency, improve traceability, and generate more timely insights to support equitable outcomes. We will also deepen manager capability through expanded training that offers practical guidance to support fair and transparent decision-making. In addition, we are enhancing our monitoring of compensation data through periodic reviews and targeted deep dives to identify and address gaps, while ensuring equitable access to opportunities that influence pay and progression. Finally, we will standardize and clearly communicate our compensation policies to promote consistency and transparency across all teams.

Appendix

- Mean pay gap: The difference between the average pay of men and the average pay of women across the organization.
- Median pay gap: The difference between the midpoint pay of men and the midpoint pay of women when all employees are ordered from lowest to highest pay.



- Pay quartiles: Four equal groups of employees ranked by hourly pay from lowest to highest; the percentage of women and men in each quartile indicates representation across the pay distribution.