

# IRELAND GENDER PAY GAP 2023

## Introduction

Organisations in Ireland with over 250 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 — full-time employees

- Mean hourly pay gap: 5% in favor of men.
- Median hourly pay gap: 4% in favor of women.

### Hourly remuneration — temporary contracts

- Mean hourly pay gap: 31% in favor of men.
- Median hourly pay gap: 42% in favor of men.

### Bonus remuneration



- Mean bonus pay gap: 33% in favor of men.
- Median bonus pay gap: 14% in favor of men.

### Proportion receiving a bonus and benefits in kind

- Received a bonus: Women 79%; Men 87%.
- Received benefits in kind: Women 86%; Men 76%.

### Representation by pay quartile

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

Quartile	Women	Men
Q4 — Upper quartile	50%	50%
Q3 — Upper middle	65%	35%
Q2 — Lower middle	52%	48%
Q1 — Lower quartile	56%	44%

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

### Interpreting the results

For full-time employees, a modest mean gap of 5% in favour of men alongside a 4% median gap in favour of women suggests distribution differences between higher and lower earners within roles. Among temporary contracts, gaps are materially larger, with a 31% mean and 42% median hourly pay gap in favour of men, indicating pronounced disparities within this group. Bonus outcomes show a 33% mean and 14% median gap in favour of men, implying that higher-value awards skew male even as typical awards are closer together. A higher share of men received a bonus (87% vs 79%), while a higher share of women received benefits in kind (86% vs 76%). Women are at parity in the upper quartile (50/50) and are a majority in the remaining quartiles, indicating strong representation across the pay distribution.

### What we're doing next

Looking ahead, we are strengthening our approach to gender equity by integrating our promotion cycles into our HCM system. This will enable more consistent application of promotion and compensation decisions, improve auditability, and provide timely reporting to support equity reviews. We are also enhancing our monitoring processes through periodic reviews and root-cause analyses, allowing us to address gaps quickly and track remediation through to closure. Alongside this, we will continue to apply clear guardrails around compensation decisions to reinforce fairness and pay equity across all stages of the cycle.



## 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.