

# IRELAND GENDER PAY GAP 2025

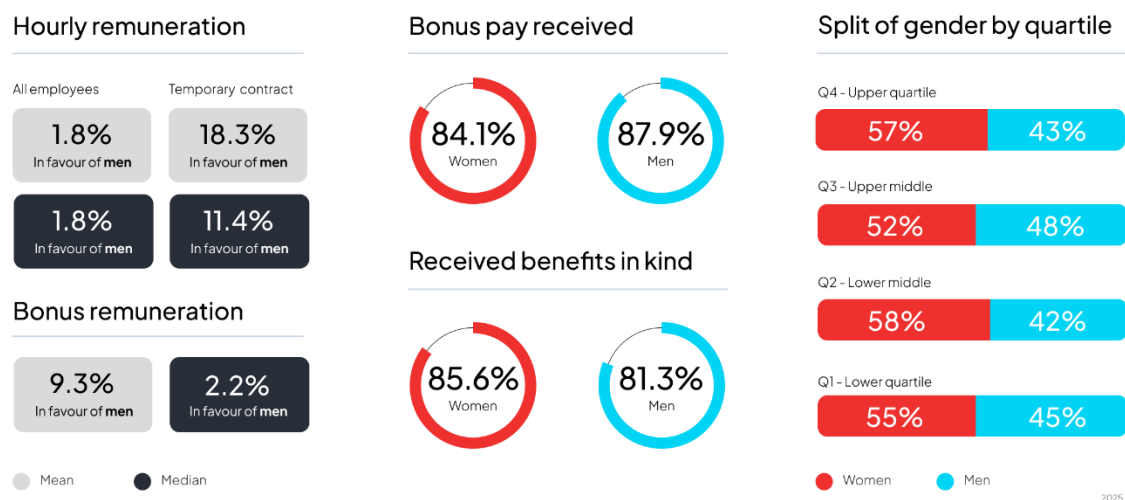
## Introduction

Organisations in Ireland with over 50 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: 1.8% in favor of men.
- Median hourly pay gap: 1.8% in favor of men.

### Hourly remuneration — temporary contracts

- Mean hourly pay gap: 18.3% in favor of men.
- Median hourly pay gap: 11.4% in favor of men.

### Bonus remuneration



- Mean bonus pay gap: 9.3% in favor of men.
- Median bonus pay gap: 2.2% in favor of men.

### Proportion receiving a bonus and benefits in kind

- Received a bonus: Women 84.1%; Men 87.9%.
- Received benefits in kind: Women 85.6%; Men 81.3%.

### Representation by pay quartile

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

Quartile	Women	Men
Q4 — Upper quartile	57%	43%
Q3 — Upper middle	52%	48%
Q2 — Lower middle	58%	42%
Q1 — Lower quartile	55%	45%

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

### Interpreting the results

The Ireland gender pay gap results show a modest overall gap of 1.8% in favour of men on both a mean and median basis, indicating relatively balanced pay across the workforce. However, differences become more pronounced within specific groups. Among employees on temporary contracts, men earn more, with an 18.3% mean and 11.4% median hourly pay gap. Bonus pay also favours men- particularly on a mean basis at 9.3% -though the median bonus gap narrows significantly to 2.2%, suggesting that while some higher-value bonuses skew male, most employees receive comparable bonus amounts. Importantly, women are well-represented across all pay quartiles and form the majority in each, including 57% of the upper quartile, which indicates strong female representation in higher-paid roles despite the pay disparities observed in certain contract types and bonus outcomes.

### What we're doing next

Looking ahead, we are continuing to strengthen our approach to pay equity and fair decision-making. This includes ongoing reviews of both base and variable pay, along with tighter governance around any off-cycle pay adjustments. We are enhancing manager training to support more consistent, equitable pay decisions and improving transparency by providing clearer guidance on pay ranges and bonus frameworks. We are also investing in clearer career pathways to support progression and ensuring our hiring decisions align with our commitment to fairness and equity at every stage.



## 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.