

**FIRST DERIVATIVE**

AN EPAM COMPANY

# Pay Gap Report Ireland 2025

# 2025 Gender Pay Gap Ireland Report

This report reflects our continued commitment to transparency, fairness, and building an inclusive workplace where everyone has the opportunity to thrive.

This reporting period follows a year of significant change for our organisation. The establishment of a new legal entity in Ireland, together with our business being acquired, marked an important transition and has influenced the composition of our workforce. As a result, our gender pay outcomes should be viewed in the context of this period of organisational change, including shifts in role structures, seniority levels, and workforce demographics.

Gender pay gap reporting is not a measure of equal pay for equal work, which we are confident is supported through our reward frameworks and governance processes. Rather, it provides insight into how men and women are represented across roles and levels within the organisation. Within this context, we are encouraged to see a minimal gender pay gap across three of the four pay quartiles. In the upper pay quartile, our data shows that women are, on average, paid more than men, reflecting the strength of female representation in senior and specialist roles.

Throughout this period of change, our commitment to diversity and inclusion has remained a constant. We have continued to focus on inclusive recruitment and progression practices, supporting flexible working, and fostering a culture where all colleagues feel valued, supported, and able to develop their careers. These efforts are central to how we navigate change, integrate with our new ownership structure, and build a sustainable organisation for the future.

We recognise that progress on gender balance and representation requires sustained focus and long-term action. While we are encouraged by our current position, we also acknowledge that there is more to do. This report provides an important baseline as we move forward and will continue to inform our priorities as we strengthen our people strategy in the years ahead.



**Fiona McGily**

Chief People Officer

## Results Summary

### Mean and Median Figures

The table below shows the overall mean and median gender pay gap based on hourly rates of pay.

Mean Gender Pay Gap	
Gap	-2.190840375
%	<b>-7.34</b>

A mean gap is a calculation of the difference in average pay or bonus of a person in one group in our organisation versus the average pay/bonus of a person in a comparator group, regardless of the role held within our organisation.

Median Gender Pay Gap	
Gap	-0.718638611
%	<b>-3</b>

A median gap is a calculation of the relevant pay/bonus gap based on the reward of the individual in the exact midpoint between the lowest and highest-paid person in one group in the organisation versus the equivalent person in the comparator group.

Mean Gender Pay Gap - Temp Workers	
Gap	0.934699893
%	<b>4.99</b>

Percentage of Male to Female in Each Quartile and Mean Gender Pay Gap					
	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	TOTAL
Headcount	65	65	65	64	259
% of Males	67.69	70.77	76.92	70.31	71.43
% of Females	32.31	29.23	23.08	29.69	28.57
Gap	-3.807949338	0.437150992	-0.178062678	0.079428478	
%	<b>-7.67</b>	<b>1.54</b>	<b>-0.77</b>	<b>0.41</b>	

## Part Time Workers

We do not have a pay differential for part-time workers between men and women. Currently, all of our part-time employees are female, and there are no male employees in part-time roles. As a result, there is no gender-based comparison within part-time positions.

## Bonuses

During the relevant reporting period, the organisation did not award bonus payments to employees. This decision was driven by overall business performance and the need to prioritise financial stability during the year.

There were two exceptional bonuses paid within the period that we have excluded from reporting due to data privacy.

## Benefit in Kind

Benefits in Kind	Employees	Received Benefits in Kind
Male	185	105
Female	74	49

## Actions

We remain committed to addressing and reducing the gender pay gap within our organisation. We continue to acknowledge the importance of fostering a fair and inclusive workplace and will continue to monitor our progress to ensure equitable outcomes for all employees and will focus on the below key priorities:-

- Enhancing total compensation model
- Redefining Performance management Processes
- Utilise our Employee Engagement Survey data to better inform business decision
- Build on our DEI Networks
- Continue with our Womens Leadership Development Programs
- Promoting Hybrid working model in recruitment activity
- Continuing to build and promote our mentorship programme

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