

Sherry FitzGerald

Gender Pay Gap Report 2022



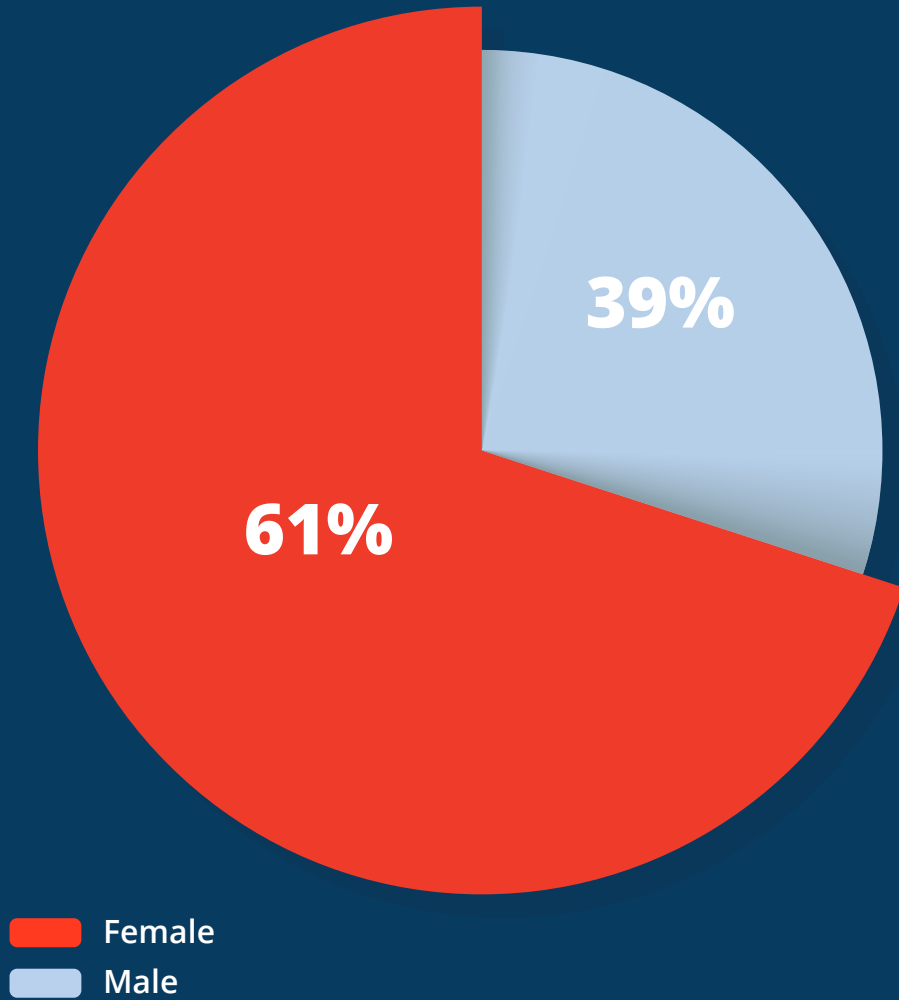
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What is a Gender Pay Gap?

- Gender pay gap is the difference in the average gross hourly pay of women compared to men in an organisation.
- It does not indicate discrimination or bias of equal pay but rather a representation of a gender pay gap.
- Companies with a headcount of 250+ must publish a report based on a snapshot date in June and report 6 months later in December.
- Employers have an obligation to publish their report on the company website and ensure that employees and the public have access to it.
- In this report we share our ambition and strategy on how we will achieve a better gender balance within our business. We believe reporting on the gender pay gap will support us in meeting our targets.



Sherry FitzGerald Group – Gender Breakdown



Reporting Requirements for Gender Pay

The Act requires in-scope employers to report on the differences in male and female remuneration as follows:

- Mean and median **hourly remuneration for all employees.**
- Mean and median **hourly remuneration for part-time employees.**
- Mean and median **hourly remuneration for employees on temporary contracts.**
- Mean and median **bonus remuneration percentage of all employees.**
- Percentage of male and female **employees that received bonus remuneration.**
- The percentage of male and female **employees in each quartile pay band.**

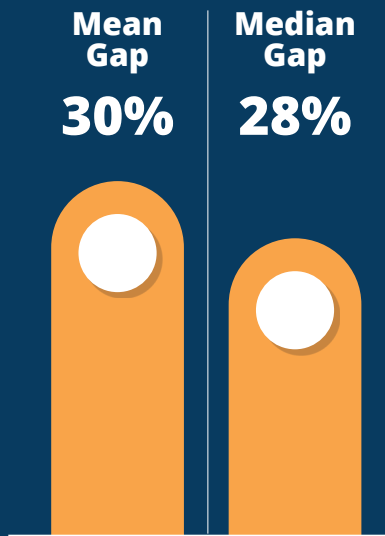


Initial Findings

- **A comprehensive analysis was carried out across the business from the 1st of July 2021 to the 30th June 2022.** The report is based on the hourly rates of pay and bonus pay between men and women.
- Our data shows that there is a **30% mean gap and a 28% median gap in hourly remuneration.** Following this exercise, we are clear that our pay gap arises as a result of a greater proportion of males in senior positions in specific areas of the business. **We are satisfied that we have pay parity for men and women in comparable roles. Employees are paid on a salary band applicable to their role.**
- The quartile pay band data shows that men and women are proportionally represented in the top two quartiles **(51% men and 49% women in quartile 1)**. In quartile 2 we have a representation of **44% men and 56% women**. In quartiles 3 and 4 our data shows a higher representation of women than men. **(72% women and 28% men quartile 3 and 69% women and 31% male in quartile 4)**
- Regarding bonus remuneration (variable pay/commission) **54% of males are in receipt of bonus pay compared to 46% of women.** The mean bonus gap is 4% while on a median basis the gap is -6% in favour of women.

2022 Headline Figures

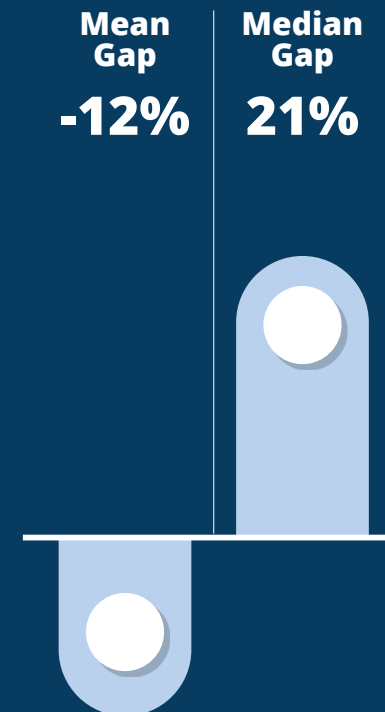
Mean and median hourly remuneration for all employees.



Mean and median hourly remuneration for part time employees. (Currently no male part time employees)

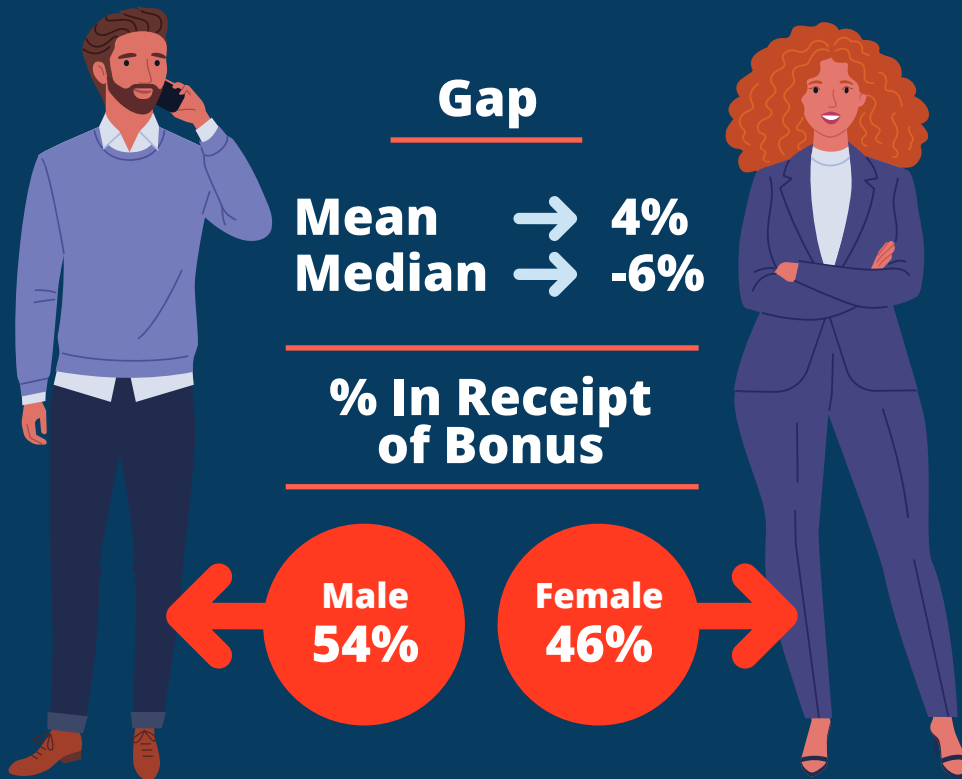


Mean and Median hourly remuneration for Temporary employees

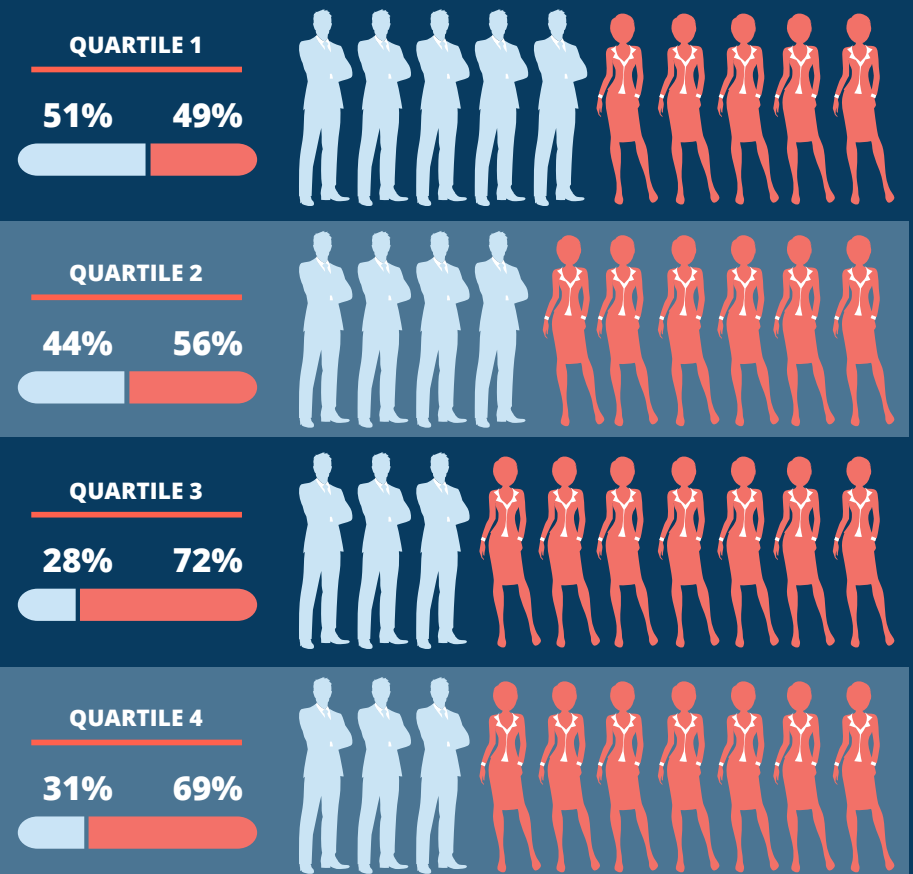


2022 Headline Figures

Percentage of male and female employees that received bonus remuneration.



The percentage of male and female employees in each quartile pay band.



How We Are Addressing The Gender Pay Gap

We are passionate about attracting and retaining the very best people and as such, are constantly reviewing our HR policies and people strategies. As a company we are committed and strongly support the narrowing of any gender pay gap and as such will promote current best practices and company objectives as listed below.

- **Recruitment process** Evaluate job advertisements and job specifications ensuring that all specifications represent gender neutral language.
- **Work with recruiters** and ensure there is clear guidance on gender balance roles.
- **Review** gender balance in relation to our promotion process with full transparency in the selection process.
- **Champion** the flexible working culture for men and women across our business.
- **Support** line managers in the delivery of performance management feedback ensuring clear and constructive non bias feedback.
- **Continue to promote** a framework of gender balance as part of future succession planning and career progression particularly in the upper quartile of senior positions.
- **Raise awareness** of all our family policies which equally support all genders.
- **Provide evidence of industry benchmarking** to support pay transparency within the organisation.
- **Continue to champion Diversity and Inclusion** initiatives through our People, Value and Culture committees.

While challenges and obstacles exist, we are committed to creating parity across all genders in the workplace and create a better culture for gender balance, transparency, and equality.