

Gender Pay Gap Report 2024

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Foreword

Welcome to the ESW gender pay gap report for the twelve month period July 2023 to June 2024 for Ireland. In line with our commitment to offer equitable reward and recognition opportunities for all staff at ESW, the annual gender pay gap report is a useful tool to help us challenge our progress. As a global organisation our people are spread across many locations hence we measure our gender pay across our four key locations, Ireland, UK, Spain and the US, not just where we are obliged to report.

At a global level, our gender pay gap now stands at 10%, a significant improvement from 13% last year. It is also below what was reported as the median pay gap in Ireland of 11.2% for all industries in 2023. Over the last twelve months we saw a slight increase in our pay gap in Ireland from 13.3% to 14.1%. This is attributable to changes in our organisational structure specifically in Ireland during this period whereas we have seen improvement at the aggregate level globally. As we consciously challenge the gender balance of our candidate pool we have started to see a small improvement in our overall organisational representation, shifting from a 61/39 male-to-female ratio to a 60/40 male-to-female ratio.

As you can appreciate moving the dial on gender pay when the driving factor for ESW is the representation of women in senior roles, means it will take time before the actions we are taking to increase female participation will be evident in the numbers. We do however remain committed to increasing the attractiveness of a career in STEM to women and in supporting their progress in ESW to deliver a more balanced representation in our teams, and you can read more about the actions we are taking in this report.

Sarah Keating
Chief People Officer



What is the Gender Pay Gap?

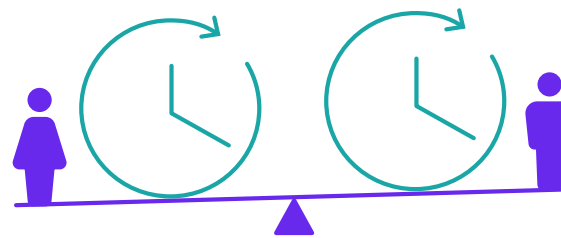
Median mid-point and mean average

Under The Gender Pay Gap Information Act 2021 (“Irish Regulations”), employing entities in the Republic of Ireland with 250 or more employees on their chosen ‘snapshot date’ between 1 June and 30 June 2024 are required to publish their gender pay gap metrics. ESW is now in its third year of Gender Pay Gap reporting across a range of diversity metrics.

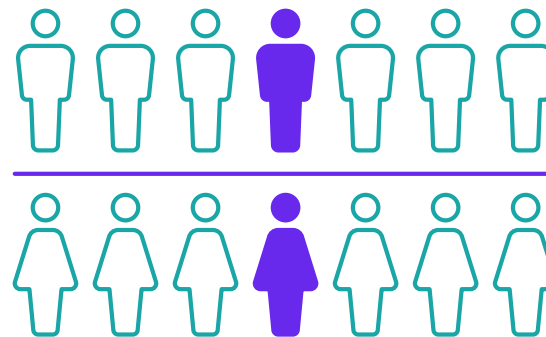
The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. The gender pay gap is the difference in the average hourly wage of men and women across a workforce. It does not show that men and women are paid different rates for the same work but rather reports a gender representation gap across a business.

We would note that the gender pay gap is not the same as equal pay. Equal pay means that men and women in the same employment performing equal work must receive equal pay. The Gender Pay Gap is a measure of the difference in average earnings between men and women across an organisation.

Mean and Median Pay Explained



The mean gender pay gap is the difference between the average hourly rate of pay for women compared to men in an organisation.



The median pay gap is the difference in the hourly rate of pay between women and men at the mid-point of each gender group in the business.

Our Metrics



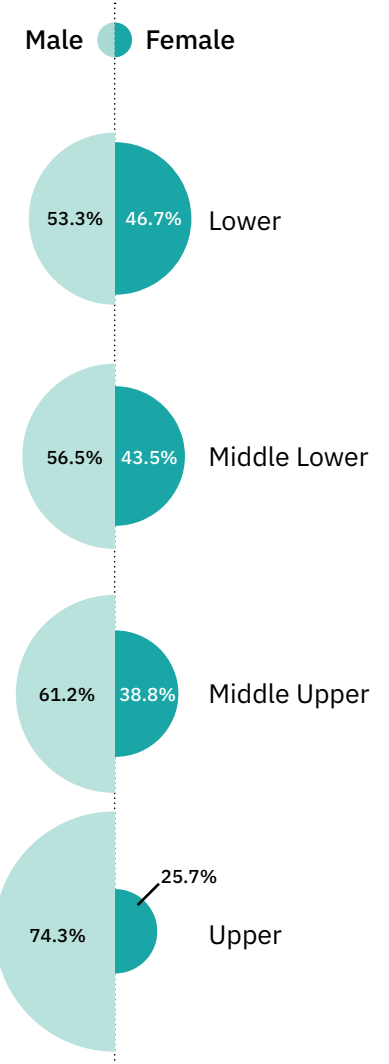
Mean Hourly Pay Gap
14.1%

Median Hourly Pay Gap
20.3%

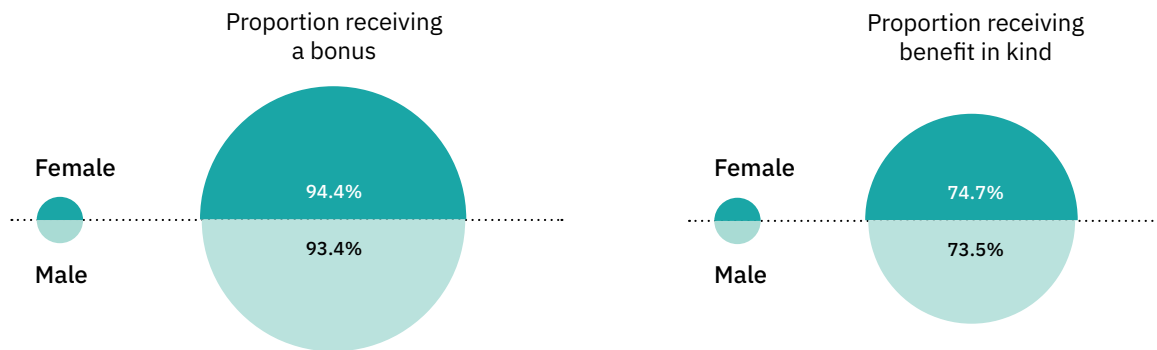
Mean Hourly Bonus Gap
22.5%

Median Hourly Bonus Gap
26.7%

Quartiles



% of Employees Receiving a Bonus





Mean & Median Pay Gap

Our mean gender pay gap in 2024 is 14.1%. Although this is a slight increase of 0.7% from our reported mean gender pay gap of 13.3% in 2023, this is as a result of a change in our leadership structure and is not reflective of the overall trend of our organisation. Our median gender pay gap in 2024 is 20.3%, in comparison to our median gender pay gap of 18.2% in 2023.



Mean & Median Bonus Gap

Our mean bonus gap is 22.5% in 2024, which is a significant decrease of 7.3% in comparison with 29.8% recorded in 2023. Our median bonus gap is 26.7%, a slight reduction of 0.3% from the previous year of 27% in 2023. In 2023, we revised our bonus policy to ensure that all employees are now eligible for a bonus. Bonuses will be awarded annually, marking a change from the previous biannual distribution. The mean and median bonus gaps reflect this adjustment in the bonus structure, which now allows for annual rather than biannual awards.



Quartiles

Our workforce consists of 419 employees, with a gender distribution of 61.3% male and 38.7% female. There is a higher proportion of males in senior positions compared to females, which contributes to our gender pay gap. In the upper quartile, males constitute 74.3%, and in the upper middle quartile, they make up 61.2%. However, we are encouraged to see that the lower middle quartile (56.5%) and the lower quartile (53.3%) are trending towards a more balanced gender representation.



Proportion of Employees Receiving a Bonus / Benefit in Kind

Due to our change in bonus policy, where all employees are now eligible to receive an annual bonus, the percentage of employees receiving a bonus has increased year on year. 93.4% of male employees received a bonus in 2024 (85.9% in 2023). 94.4% of females received a bonus in 2024 (90.1% in 2023). Timings of leavers and joiners can impact on this figure, and we expect to see this increase further again next year.

The percentage of employees receiving a BIK has decreased this year, however this is consistent across male and females. 73.5% of male employees received BIK in 2024 (81.4% in 2023). 74.7% of females received BIK in 2024 (85.5% in 2023).

Understanding the Pay Gap

A key driver of our mean and median pay gaps is due to the composition of our workforce, with females being underrepresented across the whole workforce. Our upper quartile has seen an increase in males by 5%, which in turn is impacting our mean and median pay gaps. This can be attributed to a few key leadership changes in the upper quartile. Improving female representation at all levels, particularly in senior leadership, is a primary focus for ESW.

STEM fields are crucial for many ESW roles, making it difficult to source female talent due to their underrepresentation in these disciplines. This gap in technological education contributes to a broader representation gap in STEM-dominated sectors.

Addressing the Pay Gap

This year, we have implemented a range of programmes and initiatives aimed at reducing our gender pay gap and fostering an inclusive workplace where all employees feel supported to reach their potential. Key measures include expanding our bonus programme globally and transitioning to an uncapped commission model, ensuring equitable financial incentives for all employees.

We have made substantial progress in recruitment by setting a goal of achieving 50/50 gender representation in the interview shortlists for senior roles. In the first year of setting this target, we had achieved a 50/50 gender balanced representation in 67% of the senior roles we recruited for. We introduced Textio, a market leading tool to optimise job postings and sourcing emails to ensure we are attracting a diverse pool of applicants. Additionally, we partnered with Women Reboot, a program designed to support women returning to the workplace, and continued to invest in our coaching and mentoring programs to nurture talent across all levels.

To further promote career progression and inclusivity, we introduced organisational competencies and began developing clear Career Pathways to enhance transparency around progression opportunities. In alignment with our sustainability programme's Social Pillar, we remain committed to fostering a sense of belonging for all employees. This year, we celebrated International Women's Day with a panel speaker event and hosted workshops highlighting our commitment to supporting senior females in leadership. These initiatives reflect our dedication to creating a workplace culture that values diversity and inclusion while addressing the systemic factors contributing to the gender pay gap.



Statutory Disclosures

Snapshot date: 20 June 2024

2024 Gender Pay Gap Information Act 2021 Reporting Requirements	Percentage
Mean hourly gender pay gap	14.1%
Median hourly gender pay gap	20.3%
Mean hourly gender bonus gap	22.5%
Median hourly gender bonus gap	26.7%
Percentage of employees per gender who received a bonus	93.4% (M) 94.4% (F)
Percentage of employees per gender to receive benefit in kind (BIK)	73.4% (M) 74.7% (F)
Mean hourly gender pay gap (Temporary)	34.7%
Median hourly gender pay gap (Temporary)	-57%
Mean hourly gender pay gap (Part-time)	*NR
Median Hourly gender pay (Part-time)	*NR
Percentage of employees per gender in the lower quartile	53.3% (M) 46.7% (F)
Percentage of employees per gender in the lower middle quartile	56.5% (M) 43.5% (F)
Percentage of employees per gender in the middle upper quartile	61.2% (M) 38.8% (F)
Percentage of employees per gender in the upper quartile	74.3% (M) 25.7% (F)

*NR: Not reported due to small sample size, which does not provide a statistically significant representation.

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