

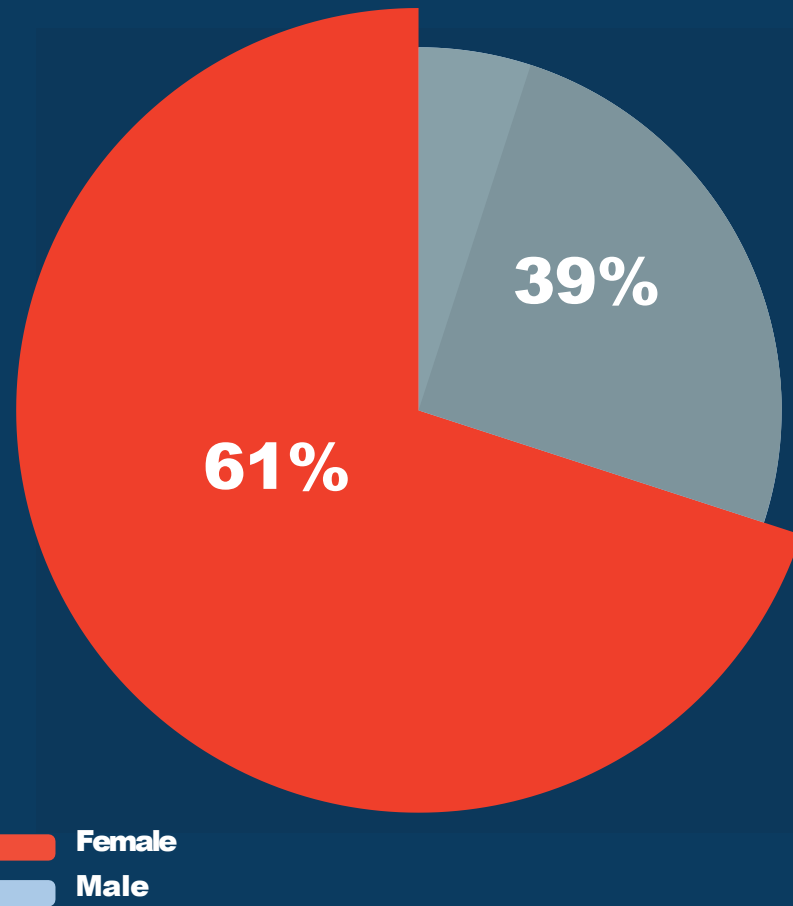
Sherry FitzGerald

Gender Pay Gap Report 2024

**Sherry
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Sherry FitzGerald Group – Gender Breakdown



Initial findings

- A comprehensive analysis was carried out across the business from the 1st July 2023 to the 30th June 2024.
- The report is based on the hourly rates of pay and bonus pay between men and women.
- Our data shows that there is a **27% mean gap** (in comparison to a 29% mean gap in 2023) **and a 23% median gap in hourly remuneration** (in comparison to a 30% median gap in 2023) .
- Our data shows that there is a -15% mean gap and a .63% median gap in part time hourly remuneration.
- Our data shows that there is a -27% mean gap and a -44% median in temp contract hourly remuneration.

Initial findings

- 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.**

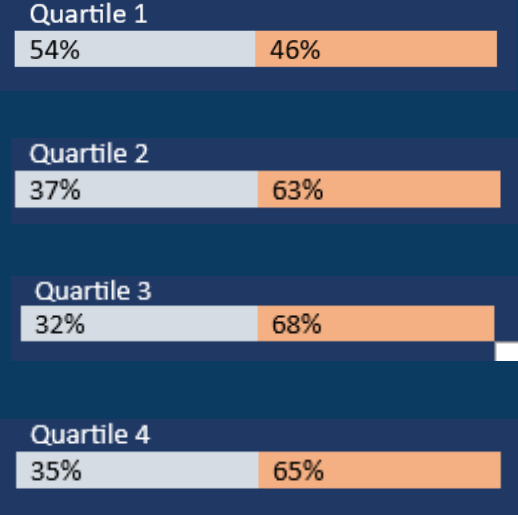
Quartiles

In quartile 1 (Upper) we have a representation of 54% men and 46% women

In quartile 2 (Upper Middle) we have a representation of 37% men and 63% women.

In quartiles 3 (Lower Middle) and quartile 4 (Lower) our data shows a higher representation of women than men. (68% women and 32% men quartile 3 and 65% women and 35% male in quartile 4)

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



Bonus Gender Pay Gap

Percentage of male and female employee that received bonus remuneration

Regarding bonus remuneration 53% of males are in receipt of bonus compared to 47% of women. The mean bonus gap is 3% while on a median basis the gap is 14%.

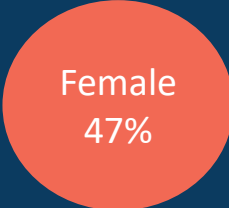
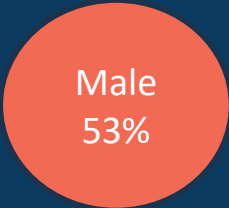


Gap

Mean → 3%

Median → 14%

% In receipt of Bonus



Actions to date to address 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** – reviewed and updated job advertisements and job titles to represent gender neutral language.
- **Reviewed** gender balance in relation to our promotion process with full transparency in the selection process.
- **Continue to Champion** the flexible working culture for men and women across our business.
- **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.
- **Raised awareness** of all our family policies which equally support all genders.
- **Ongoing industry benchmarking** to support pay transparency within the organisation.
- **Introduced initiatives to champion Diversity and Inclusion** through our People, Value and Culture committees as part of our ongoing people plan.
- **Irish Centre of Diversity** awarded the Investors in Diversity Bronze accreditation by the Irish Centre of Diversity

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.