

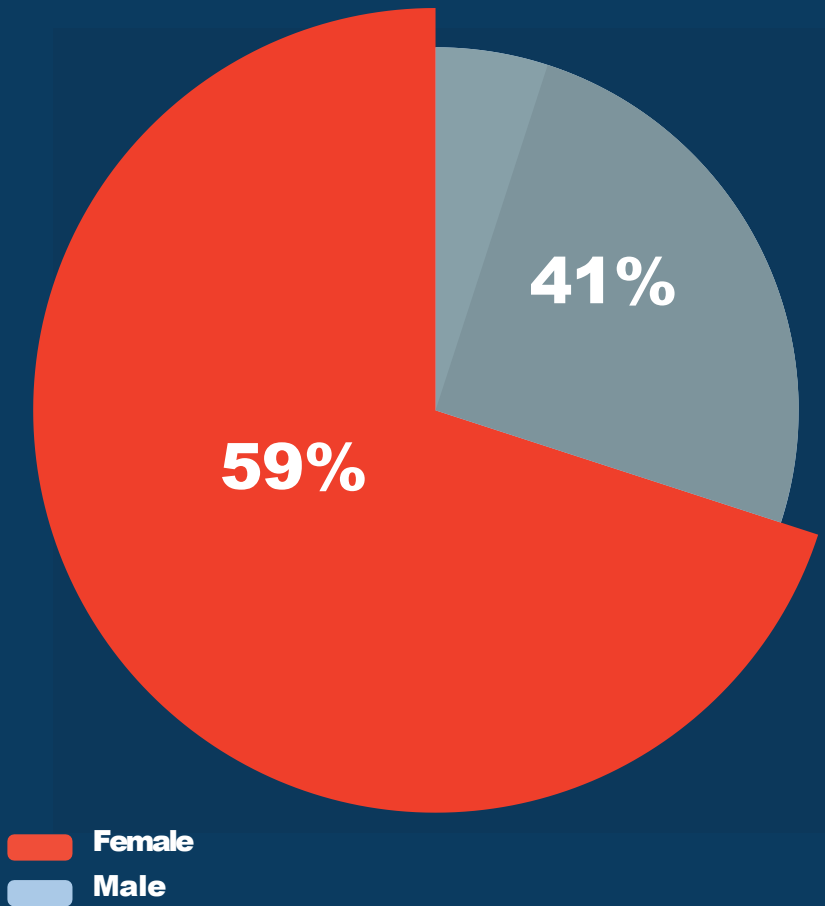
Sherry FitzGerald

Gender Pay Gap Report 2025

**Sherry
FitzGerald**



Sherry FitzGerald Group – Gender Breakdown



Initial findings

- A comprehensive analysis was carried out across the business from the 1st July 2024 to the 30th June 2025.
- Our data shows that there is no change in 2025 to the mean gap it remains static at **27%. The median gap in hourly remuneration is 22%**
- Our data shows that there is a -52% mean gap and a -37% median gap in part time hourly remuneration.
- Our data shows that there is a -4% mean gap and a 2% median in temp contract 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.**

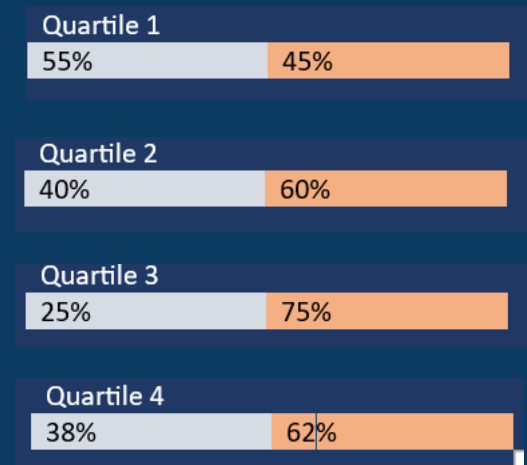
Quartiles

In quartile 1 (Upper) we have a representation of 55% men and 45% women

In quartile 2 (Upper Middle) we have a representation of 40% men and 60% women.

In quartiles 3 (Lower Middle) and quartile 4 (Lower) our data shows a higher representation of women than men. (75% women and 25% men quartile 3 and 62% women and 38% male in quartile 4)

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



Bonus Gender Pay Gap

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%.

Percentage of male and female employee that received bonus remuneration



Gap

Mean → 3%

Median → 14%

% In receipt of Bonus

Male
53%

Female
47%

