
Pay Gap Report Ireland 2024

Data-driven performance

2024 GENDER PAY GAP IRELAND REPORT



Catherine Harrison
HR Director

Inclusion has always been at the heart of our firm and we are continuing to build a diverse workplace where everyone feels able to be their true selves. The success of FD Technologies has been built on bringing together high performing talent from across the globe and we are proud that our people come from diverse backgrounds and cultures, creating a vibrant working environment that encourages new ideas and fresh thinking. In this report we publish our Ireland Gender Pay Gap figures for 2024.

The report reveals that we have a mean gender pay gap of 4.65% and median pay gap of 0%. The data also reveals that we have a 66.98% bonus mean pay gap resulting from the restructuring of bonus schemes and investment in technical sales talent. It's important to stress that having a gender pay gap does not mean that we pay people differently for the same role based on their gender. That's pay equity, and at FD Technologies we pay people equitably when they are doing the same job, regardless of gender or any other factor. Our Gender Pay Gaps (Pay and Bonus) are really driven by the gender imbalance across our workforce, and an under-representation of women at senior levels. As we continue to recruit and promote more women and strengthen the pipeline of talent, whilst also aligning pay bands for everyone across all grades the more we will be able to close these gaps in the future.

As ever hearing from our people and acting on their feedback remains critically important. We have a broad action plan which includes enhancing all marketing and recruitment processes to attract more women to join our teams, providing all types of flexibility for all employees, enhancing our pay review process and continuing to invest in leadership programmes to support women as they transition into senior roles. We know we have work to do but we are on a pathway to build a more diverse, inclusive and representative team and create a pipeline of female talent for the future. As a team we are focused on taking care of each other and our aims of having an inclusive and healthy work environment remains paramount, so that all our people can thrive and do their best work.



RESULTS SUMMARY

Mean and Median Figures

The table below shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date 30th June 2024. It also captures the mean and median difference between bonuses paid to men and women at FD Technologies PLC.

| | Mean Pay Gap | Median Pay Gap |
|----------------|--------------|----------------|
| Hourly fixed | 4.65% | 0% |
| Pay Bonus Paid | 66.98% | 54.55% |

- 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.
- 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.

| June 2024 | Upper Quartile | Upper Middle Quartile | Lower Middle Quartile | Lower Quartile |
|----------------------|----------------|-----------------------|-----------------------|----------------|
| Headcount | 93 | 93 | 93 | 93 |
| % of Males | 73.1 | 75.3 | 74.2 | 75.3 |
| % of Females | 26.9 | 24.7 | 25.8 | 24.7 |
| Mean Gender Gap as % | 10.2 | 6.6 | 0.7 | -0.1 |

- Quartiles are calculated by ranking the pay for each employee from lowest to highest. This list is then divided into four equal sized groups of one group and the comparator group.

Quartile Split

(277 Male and 95 Female)

- A negative % for example -0.1% in the lower quartile above, indicates the extent to which women earn, on average, more per hour than their male counterparts.

Bonus & Benefit in Kind Breakdown

The proportion of men and women receiving a bonus and who received a benefit in kind in the Financial Year is as follows:

| | |
|---|--------|
| Proportion of men receiving a bonus | 9.39% |
| Proportion of women receiving a bonus | 7.37% |
| Bonus mean pay gap | 66.98% |
| Percentage of men received benefits in kind | 69.31% |
| Percentage of women received benefits in kind | 71.58% |

CLOSING THE GENDER PAY GAP



As an organisation, we are committed and will work tirelessly to close the gap through our data led action plan. This plan will focus heavily on attracting female talent into our organisation as well as the reviewing and updating of internal policies and supports to ensure we are set up to retain and develop our female talent. In 2024 we made these goals part of our Objectives and Key Results to ensure this issue remains in focus and a priority for our organisation. We have launched the women's Employee Resource Group to advocate, raise issues and help build solutions for our female talent. We launched module 1 of our RISE leadership development program with more to come in 2025. We have launched our internal mentorship program to open official channels of mentorship across the organisation. We will continue to build on these offerings and close the gap in 2025.

David Sheils – Head of People Operations & Talent Management, KX

Action Plan 2024-2025

- Targeted recruitment process to attract women
- Enhancing Pay for Performance Processes
- Utilise our Women's Employee Resource Group
- Rolling out our RISE Leadership Development Program
- Ongoing internal policy review and enhancements
- Promoting Hybrid working model in recruitment activity
- Continuing to build and promote our mentorship programme
- Using Engagement Survey data to inform business decisions

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