Ireland Gender Pay Gap Report

November 2026

Introduction

- The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organizations to report on hourly gender pay gap across a range of metrics included in this report. Organizations with greater than 50 employees are required to report starting in 2025.
- ERS has elected to utilize a 12-month reporting period of June 1, 2025, to May 31, 2026. The data will include employees effective May 31, 2026.
- We are committed to “pay equity”, working towards equal pay for equal roles across the organisation, regardless of gender.
- ERS is committed to our pay equity commitment of paying employees equitably for performing similar levels of work. The basis for this commitment is ERS’ robust salary structure and pay-for-performance framework.
- The gender pay gap calculations are the difference between compensation of male and female at an organizational level and does not adjust for role, performance, years of experience or seniority and therefore is not the same as equal pay.

Gender Pay Results

Benefits in Kind Recipients

The percentage of male and female employees who received benefits in kind during the 12-month reporting period preceding the snapshot date.

Male	Female
74%	76%

All employees receive the option to enroll in the company's benefit offering. As this offering is voluntary, the data may fluctuate year over year corresponding to individual employee needs.

Bonus Pay Recipients

The percentage of male and female employees who received bonus pay during the 12-month reporting period preceding the snapshot date.

Male	Female
90%	92%

*No results are reportable for contractors or part-time employees.

Gender Pay Results

Hourly Remuneration Pay Gap

The difference in hourly pay between male and female employees, expressed as a percentage of hourly pay for male employees. This data includes bonus and base pay.

Mean	Median
20%	14%

Hourly Bonus Pay Gap

The difference in bonus pay between male and female employees, expressed as a percentage of hourly pay for male employees.

Mean	Median
28%	12%

Mean: a mathematical average of a set of values.
Median: the middle value in a sorted ascending or descending list of numbers, also referred to as the midpoint.

*No results are reportable for contractors or part-time employees.

Gender Pay Results

Pay Quartiles

The percentage of male and female employees in each pay quartile, based on hourly remuneration pay rate.

	Lower	Lower Middle	Upper Middle	Upper
Male	40%	54%	58%	58%
Female	60%	46%	42%	42%

*This chart shows the employee distribution of 56 employee. Female employee representation is 45%, while male representation is 55%.

Data Commentary

- All employees have the same accessibility to benefits-in-kind and eligibility for a bonus plan.
- Our analysis of the data shows the primary reason for the gender pay gap is due to female talent being under-represented within our organization, particularly at more senior job levels.
    - This disparity is also the main contributing factor to the gap in the hourly remuneration and bonus statistics.

- While the data reveals significant gender pay gaps, particularly when analyzing the mean statistic, it is important to keep a couple considerations in mind:
    - Our market data indicates that many of the roles found within ERS, especially in the higher graded technical roles tend to lean male-dominant from an industry perspective.
    - This analysis is not necessarily indicative of comparing roles evaluated at the same level within the organization.

- ERS' hourly remuneration and bonus median data is considerably closer to the 2025 Ireland aggregate median data of 7.85% and 9.39%, respectively.

Equity Efforts

Creating a culture of inclusivity and belonging is essential to ERS culture and operations. We have highlighted programming and efforts that display our commitment to this initiative.

Inclusive Talent Acquisition Practices

- Gender-Neutral Job Descriptions
  - We actively use inclusive, gender-neutral language in job postings.
  - This encourages a broader and more diverse pool of applicants to consider opportunities at ERS.
- Diverse Candidate Panels
  - We maintain a diverse slate of candidates for all vacancies.
  - This practice supports equitable hiring and reflects our commitment to representation.
- Focus on Female Representation
  - We continue to prioritize increasing female representation in leadership and technical roles.
  - These efforts are aligned with business needs and our long-term inclusion strategy.
- Standardized Interviewing
  - ERS is committed to using consistent, structured interview questions across a variety of roles.
  - This approach helps reduce bias and ensures a fair evaluation process for all candidates.

Equity Efforts

Learning & Development

- Equal Access to Growth Opportunities
  - All employees have equal access to learning and development programs.
  - We foster a culture of continuous improvement and professional growth.
- Training Needs Assessment
  - A targeted needs assessment is in development with a goal to identify specific training opportunities and align resources accordingly.
- Women in Leadership
  - Specialized programs and certifications available.
  - Designed to support and elevate women into leadership roles.
- Customized Learning Paths
  - Personalized development plans tailored to individual goals.
  - Supports career progression and skill-building.
- Digital Upskilling
  - Ongoing initiatives to enhance tech proficiency.
  - Preparing employees for a digitally driven workplace.
  - Continuing Education
    - ERS supports education for all employees. In 2026, 75% of funded courses were taken by women.

Equity Efforts

Work-life Balance & Wellbeing

- Supporting a Balanced Culture
  - We offer a range of initiatives designed to foster a workplace culture that supports both personal wellbeing and professional success.
  - Our goal is to create an environment where employees feel empowered to thrive in all aspects of life.
- Flexible Work Arrangements
  - Our hybrid working model promotes flexibility, allowing employees to manage personal and professional responsibilities more effectively.
  - This approach supports autonomy, productivity, and work-life harmony.
- Comprehensive Leave Policies
  - We provide inclusive leave options such as paid maternity leave, enhanced vacation entitlements, and generous sick time.
  - These policies reflect our commitment to employee wellness and family support.
- Inclusive Benefits & Support Programs
  - Employees have access to a wide range of benefits including retirement savings plans, extended health coverage, and Employee & Family Assistance Programs (EFAP).
  - These offerings are designed to support physical, mental, and financial wellbeing.

Equity Efforts

Organizational Development

- IDEA Programming & THRIVE Committee
  - We are committed to fostering a culture of wellbeing, inclusion, diversity, equity, accessibility, and belonging. We want everyone to feel safe, valued, respected, and empowered to reach their full potential while staying true to themselves.
  - As part of this initiative, we have struck up an employee lead internal committee from all entities and levels within the organization to help drive company-wide initiatives and foster a connected supportive community.
- ISC/ERS conducts semi-annual performance reviews and annual compensation reviews focused on internal equity - equal pay for equal levels of work.
- We have achieved the Great Place to Work certification for a third year in a row. This certification recognizes employers who create an outstanding employee experience and an amazing workplace culture.
- We regularly canvas our employee population through employee engagement surveys. We then take this feedback to find ways to enhance the employee experience through different programming and offerings.