

Gender Pay Gap

December 2023



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Foreword

In the pursuit of a more equitable and inclusive society, understanding and addressing the gender pay gap is an imperative for our firm. This report reflects our ongoing commitment to transparency, fairness, and progress in the workplace.

The gender pay gap is not merely a statistic; it is a reflection of the broader challenges that persist in our society. It speaks to the disparities in opportunities and outcomes that continue to affect women in the workforce. As we embark on the journey of examining and mitigating this gap, we recognise the need for collective action and a shared commitment to change.

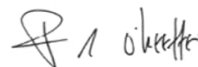
At the heart of our efforts lies the belief that diversity is a strength and that every individual, regardless of their gender, deserves the same opportunities and rewards for their contributions. We firmly believe that creating a more equitable workplace is not just a moral obligation but also a strategic imperative. It fosters innovation, enhances corporate performance, and ultimately leads to a stronger, more sustainable future.

This report is not just a compilation of data; It reflects the collaborative efforts of our organisation, in particular our leadership teams, who have embraced the challenge of

closing the gender pay gap. It also represents our commitment to continuous improvement, as we strive to build a workplace where gender equality is not just an aspiration but a reality.

While this report provides insights into our journey so far, it is also a call to action. It reminds us that the work is far from over, and there is much more to be done. It is an invitation to engage in dialogue, to share ideas, and to join us in this critical area.

We extend our deepest gratitude to all those who have contributed to this report, and we look forward to the collective effort required to create a future where gender equality is the norm, not the exception. Together, we can bridge the gender pay gap and create a world where every individual has the opportunity to thrive.



Frank O'Keeffe
EY Ireland Managing Partner



Executive summary

Background

The data presented in this report highlights how EY has performed concerning all the metrics stipulated in the Regulations in the Gender Pay Gap Information Act 2021. Our snapshot date is 30 June 2023

EY functions as a national practice encompassing the entire island of Ireland. However, as our colleagues in Northern Ireland are accounted for in the EY UK gender pay gap report, we do not include their information in EY Ireland's report.

Impacting our outcome

On 2 July 2022 we completed the strategic acquisition of Client Solutions which resulted in a significant increase in our senior male headcount at the acquisition date. On a like for like basis with the previous year, our Gender Pay Gap went from 9.6% to 9.45%.

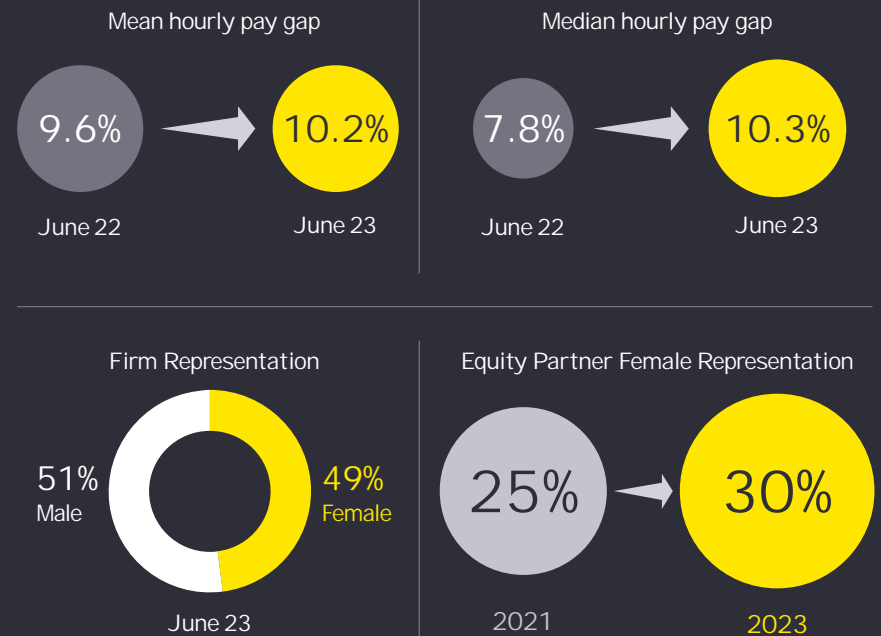
Similar to many other organisations and companies operating in the technology sector, Client Solutions had a greater proportion of senior male leaders than female and accordingly this has negatively impacted what otherwise would have been improvement in our Gender Pay Gap. We are focussed on a number of successful programmes to promote female participation in Technology and STEM subjects in our education system.

Areas of focus to address our outcome

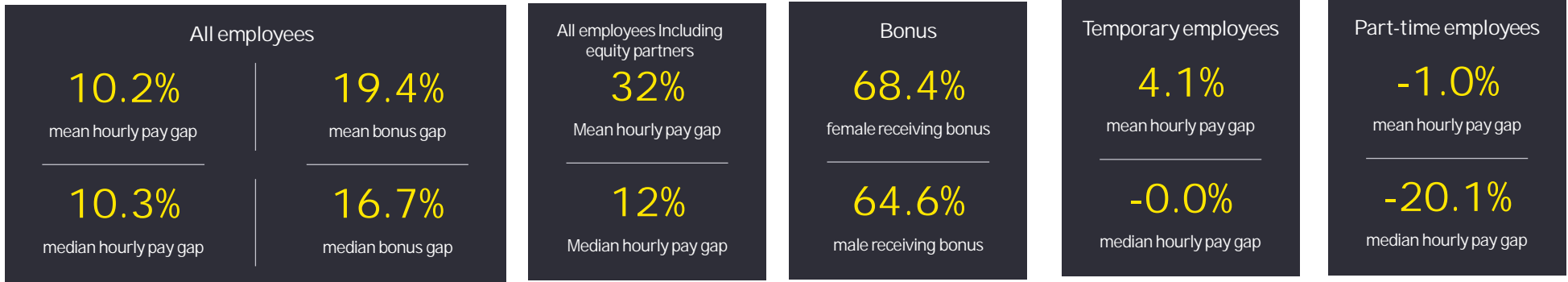
In attempting to materially address our outcome we have outlined on page 4 our areas of focus under the headings Leadership & Accountability, Fostering an Inclusive Culture and Talent Lifecycle. We are seeing some progress and in particular, during our most recent year-end promotion cycle, females accounted for 51% of all promotions. We have increased our female equity partnership representation from 25% to 30% heading towards our overall goal of 35% in FY25.

While reducing our pay gap further will require time and concerted effort, we are unwavering in our commitment to ensuring equal opportunities for every EY employee. We have a well-defined plan in place to address equal opportunity and have strong commitment to deliver on the plan.

Our Outcome



Our gender pay gap (including equity partners)

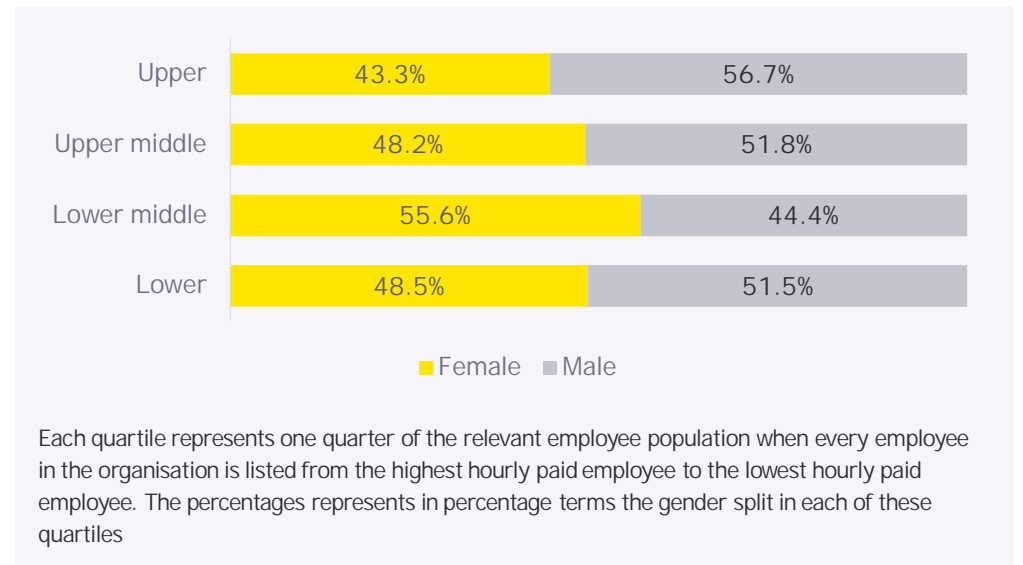


In our 2023 Gender Pay Gap Report, we delved into a detailed analysis of our gender pay gap. This analysis helped us to understand the specific areas where disparities exist and guides us in taking action to mitigate them. Up to the director level, our male and female workforce is well-balanced. However, beyond this level, we observe a higher representation of males, which contributes to our overall pay gap.

The root of our pay gap can be traced back to the historical demographic composition of our organisation. Traditionally, we've had a greater number of men in senior roles and a larger number of women in more junior positions.

Our primary focus is on identifying the precise areas where these pay gaps exist and actively working on strategic measures to minimise them going forward.

Our equity partners participate in profit distributions based on annual business performance and within the framework of an agreed performance management system. Improving our female representation and continuing to promote and support our females within our equity partnership is a key priority to help address our gap including equity partners.



Tackling our gender pay gap

Leadership and accountability

We are targeting 35% female Representation in our Equity Partnership by FY25 and ongoing focus of achieving gender parity across all levels. We currently have 29% female equity partners and 40% female representation on our EY Ireland leadership team. To further support our progress, we are aiming to deliver a Diversity projection tool in FY24

Establishment of robust KPI and diversity dashboards ensures accountability and focus amongst Senior Leadership and the wider Partner group for achievement and reporting of progress against our objectives. In our dashboards we particularly focus on key performance indicators such as utilisation, performance management outcomes and attrition

Frank O'Keeffe our Managing Partner sits on the Advisory Board of the Irish Chapter of the 30% club and Niamh O'Beirne People Partner and Head of Business Consulting sits on the 30% Club Steering Committee demonstrating our leadership commitment to progressing female representation in our business community

Fostering an inclusive culture

Continuing to invest in an inclusive culture is imperative to us and in 2023 we introduced the concept of Counselling Family Trees which facilitate in small groups discussion on critical topics. Through this forum everyone in the firm spent time understanding the impact and importance of inclusive behaviours and reducing bias

We have 6 (Women, Family, Unity, Ability, International and Mental Health) very active Networks within EY with the focus of promoting Belonging within our firm. In particular our Womens network forged a partnership with WeAreRiley to promote menstrual health and our Family network ran 10 webinars to support parents covering sleep education, bullying and support for teens

Inclusive leadership and unconscious bias training is available to all staff. To date nearly half our people have completed the formal training

Talent lifecycle

We are continuing to ensure our firm policies are supportive to promoting gender balance within our firm. In that regard we have special leave policies supporting fertility treatment. We will introduce further policies in 2024 to further enhance our flexible working culture

To support new parents we provide access to one to one coaching at any stage pre/post maternity leave to help them navigate this challenging and rewarding time. In FY24 we are rolling out workshops to equip our Leaders and Managers with the resources to in support of our female colleagues on pre/post maternity leave

On all our interview panels we ensure gender diversity and we also work closely with our recruitment agencies to ensure Gender balance in candidate searches

Appendix



Defining the gender pay gap

The gender pay gap refers to the disparity in the average hourly wages between men and women within an organisation, irrespective of their roles. It should be noted that this concept is distinct from equal pay for equal work. By delving into the gender pay gap, we glean valuable insights into the gender distribution throughout an organisation, thereby facilitating increased female representation in leadership positions.

A gender pay gap arises due to an uneven gender distribution within an organisation, characterised by either a larger proportion of women in junior roles or a smaller number of women in senior positions compared to men. Consequently, the persistence of the pay gap is highly likely until organisations achieve equitable gender representation at all levels—a goal to which we are diligently committed.



Calculating the gender pay gap

The gender pay gap is determined by employing two key metrics:

01

The mean gender pay gap represents the variance between the mean pay (average pay) of men and women within an organisation. To compute this figure, we standardise all employee compensation to an hourly rate, aggregate these amounts, and then divide by the total number of relevant employees

02

The median gender pay gap signifies the percentage difference between the midpoints of pay for men and women across the organisation

The calculation of the mean and median bonus gender pay gap employs the same methodology.

Our regulatory reporting requirements

Under the regulations we are required to report on all our legal entities with >250 employees. We have 2 such entities EY Chartered Accountants which employs our client facing colleagues and EY Services company which employs our colleagues focussed on supporting our business. We are focussed on improving our overall firm Gender Pay Gap so our actions and strategy are developed on a firmwide basis

Regulation	Category	EY Chartered Accountants		EY Services	
7(1) (a)	Mean hourly remuneration	9.2%		16.1%	
7(1) (b)	Mean hourly remuneration (part-time employees)	7.6%		-131.3%	
7(1) (c)	Mean hourly remuneration (temporary employees)	-2.2%		16.5%	
8(1) (a)	Median hourly remuneration	8.7%		22.0%	
8(1) (b)	Median hourly remuneration (part-time employees)	-35.8%		-72.4%	
8(1) (c)	Median hourly remuneration (temporary employees)	0.0%		1.8%	
9(1) (a)	Mean bonus remuneration	18.0%		26.6%	
9(1) (b)	Median bonus remuneration	15.9%		11.8%	
		M	F	M	F
9(1) (c)	% of employees paid bonus remuneration	64.6% of Male employees	68.12% of Female employees	33.33% of Male employees	26.42% of Female employees
9(1) (d)	% of employees paid benefit-in-kind	100%	100%	100%	100%
	% of employees who fall within:				
10(1) (a)	Lower remuneration quartile pay band	52.0%	47.3%	26.7%	73.3%
10(1) (b)	Lower middle remuneration quartile pay band	48.8%	51.2%	12.9%	87.1%
10(1) (c)	Upper middle remuneration quartile pay band	53.3%	46.7%	20.4%	79.6%
10(1) (d)	Upper remuneration quartile pay band	58.1%	41.9%	28.3%	71.7%

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