



## What is the Gender Pay Gap?

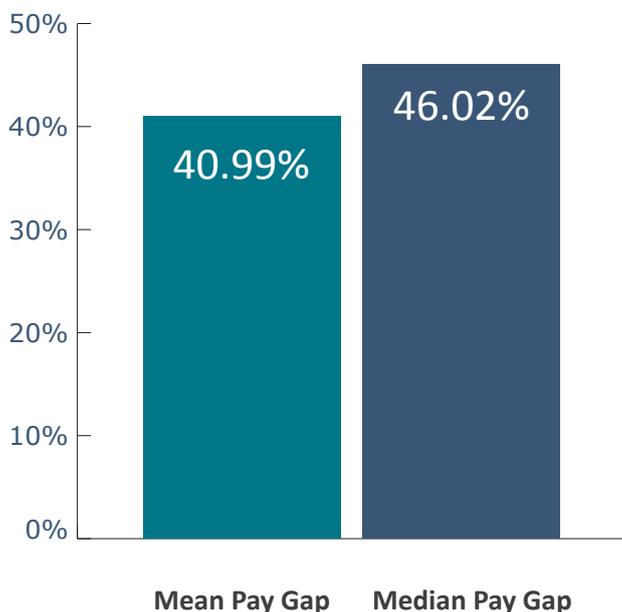
The gender pay gap measures the difference in the average (mean) and midpoint (median) hourly and bonus pay of male and female employees. The gender pay gap is not the same as equal pay. It is a different but connected issue. Equal pay is the obligation that requires employers to give employees equal pay if they are employed to do like work irrespective of gender.

The gender pay gap measures a broader concept than equal pay and comprehends a large number of inequalities women face in access to work, progression and rewards. The gender pay gap, requires that organisations think more broadly about how they can simultaneously attract, retain, engage and advance more females up through the talent pipeline.

## Why are we reporting?

Regulations were introduced which placed reporting and publication obligations on both private and public sector employers with 250 or more employees to disclose their Gender Pay Gap.

We welcome the introduction of these regulations and are happy to comply with our requirements under them. Under the regulations, we are required to choose a snapshot date in June as the basis of our reporting, in our case, 30th of June 2022. This report includes all relevant employees\* of Goodbody Stockbrokers on this particular date. Our report covers employees in the Republic of Ireland only.



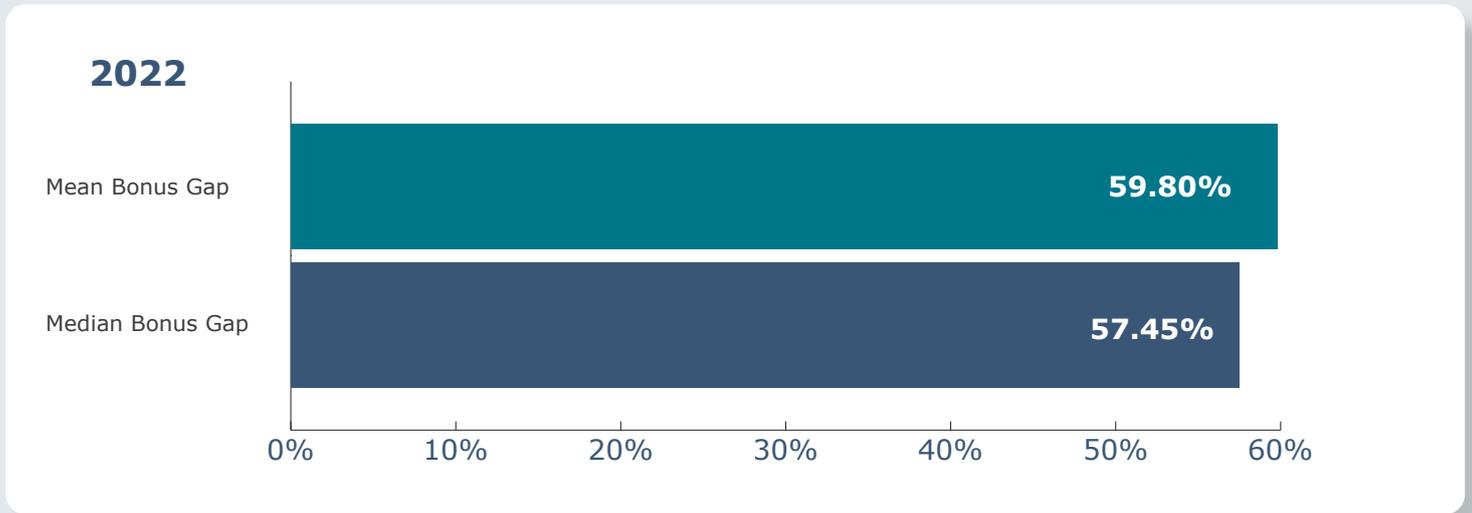
## Do we have an hourly gender pay gap?

Our Gender Pay Gap is **40.99%** mean and **46.02%** median. The primary reason for our gender pay gap is our organisational shape. Fewer females than males occupy the most senior roles in the firm. Overall, 61% of our reportable population are males, and 39% are females. Their representation in each pay quartile is shown later in this report. It is quite evident that there are significantly more males than females represented in the Upper Middle and Upper pay quartiles.

\*A "relevant employee" is a person who is an employee of Goodbody Stockbrokers on the snapshot date.

## Do we have a gender bonus gap?

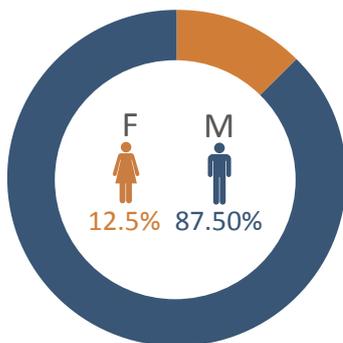
Our bonus gap is **59.80% mean** and **57.45% median**. Even though broadly the same proportion of males and females received a bonus, our bonus gaps are as a result of the majority of senior roles being occupied by more males. The most senior roles provide a larger overall bonus opportunity and therefore this is the core contributor to the gender bonus gap.



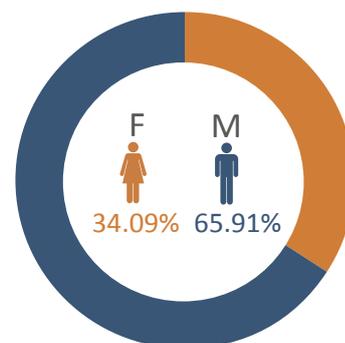
## Representation of Females

To create the quartiles all employees are ranked from lowest to highest hourly remuneration, this listing is then divided into quartiles. The proportion of males and females in each quartile is then calculated. Within our firm as seniority increases, female representation decreases. This is reflected in our quartile representation.

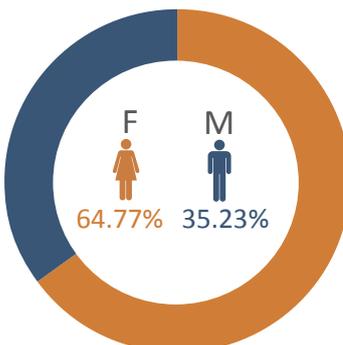
The pay gaps are likely to persist until there is a more balanced representation of males and females at every level in the firm but particularly at more senior levels, where potential award is greater.



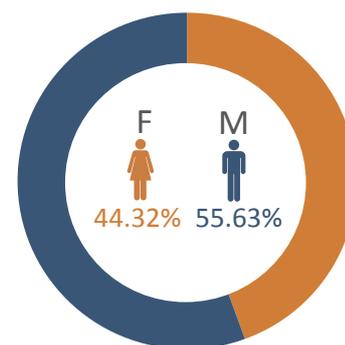
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

## Our Commitments

Our pay gaps in 2022 offer an inflection point and opportunity to make change in Goodbody with regards to our approach to Inclusion & Diversity (I&D) and gender balance. We are committed to gender equality across the firm and we are steadfast in our aim to reduce the gender pay gap.

We have identified that a core driver of our gap is the unequal distribution of males and females in our most senior roles. We therefore will focus our efforts to drive proportionate representation of males and females at the most senior levels of the organisation.

Ensuring diverse senior leadership depends upon having diverse talent pipelines, from graduates through to the boardroom. We will implement effective talent identification and succession planning to promote more females from within our business in addition to hiring female talent from the external market.

Goodbody is committed to ensuring that I&D is incorporated into all aspects of our business. We are committed to creating an inclusive environment to ensure all colleagues feel like they belong because diverse perspectives enable better client outcomes. Our newly launched corporate values support this.

### Areas of focus are:

Increasing female representation on the Executive Committee and decision-making committees.



Incorporation of a 50% female target for our graduate intake to generate a more diverse talent pipeline, with the inclusion of diverse interview panels.

**50%**

Strengthening our talent and succession pipelines focussing on emerging female talent in the firm.



A commitment to obtaining accreditation for our I&D programme with the Irish Centre for Diversity.



Our e-learning partnership with Forage supporting the attraction of more diverse talent in the future. We were nominated for a 2022 FS Award for the Forage programmes, as a result of their aim to improve diversity (in all its forms) in the financial services industry in Ireland.



Our partnership in hosting educational events with "100 Women in Finance". A global organisation committed to gender equity in finance by promoting diversity, raising visibility, and empowering women to find their personal path to success.

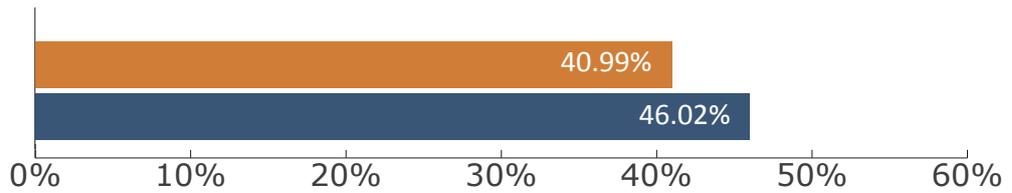


## Key Statistics

**2022**

All Employees

Mean Gender Pay Gap  
Median Gender Pay Gap



**2022**

Part Time Employees

Mean Gender Pay Gap

**39.60%**

Median Gender Pay Gap

**49.76%**

0% 10% 20% 30% 40% 50%

**2022**

Temporary Employees

Mean Gender Pay Gap

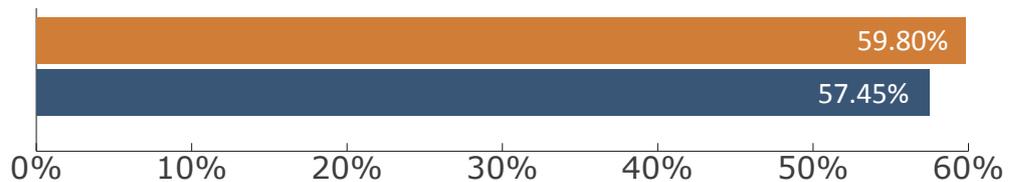
**11.33%**

Median Gender Pay Gap

**31.09%**

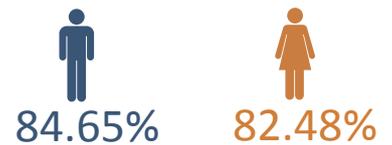
0% 5% 10% 15% 20% 25% 30% 35%

Mean Bonus Gap  
Median Bonus Gap



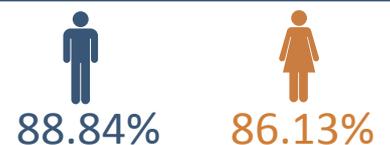
## Bonus Proportions

Proportion of employees receiving bonus pay

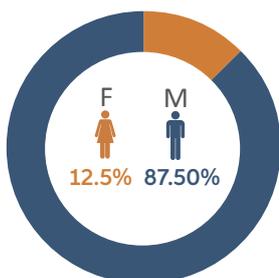


## BIK Proportions

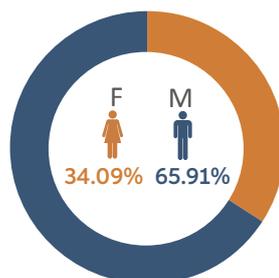
Proportion of employees receiving BIK



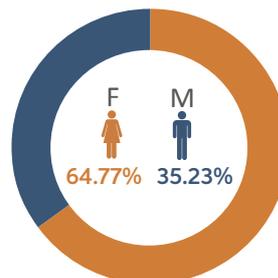
## Pay Quartile



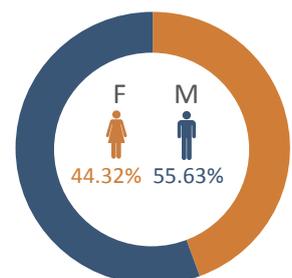
Upper Quartile



Upper Middle Quartile



Lower Middle Quartile



Lower Quartile