

# GENDER PAY GAP REPORT



PFH Technology Group

## **What is the Ireland Gender Pay Gap?**

Although equal pay and gender pay are often mistaken as interchangeable terms, they refer to two separate concepts.

A gender pay gap is a representation gap — it is the difference between the average earnings of female and male employees based on average hourly.

Equal pay refers to a legislative that Team Members should be paid the same for the same work and it is against the law to pay male and females differently based on their gender for identical work.



### **Message from our CEO, Paul Callaghan**

We are committed to creating a more inclusive organisation where all Team Members feel accepted, supported and valued. A place where everyone feels they belong and can be true to themselves so that they can deliver their best performance. We know that creating a diverse and inclusive environment ensures that PFH Technology Group remains an employer of choice.

To help us on our journey we partnered with the Investors of Diversity, (Ireland's only Equality, Diversity and Inclusion mark for businesses), who provided us with a clear and structured framework to transform our culture. We took a cohesive approach to build a more inclusive, equitable and diverse organisation and achieved a Bronze award from them. In 2023 we will continue to embed an inclusive culture where everyone feels they belong and can thrive, and an environment that fosters trust, empathy and innovation.

Since our foundation in 1985, we have grown significantly both organic growth and through a series of strategic acquisitions. However, our focus on fairness, on equality and ensuring that all Team Members receive the pay rate that is appropriate to their role and is reflective of their skills and experience, regardless of gender has not changed.

As we report on our gender pay gap for the first time, we will continue to focus on ensuring that all Team Members have equal access to opportunities, development and progression. Like many companies in our industry, our workforce is predominantly male but we are not accepting this as an excuse, we know that we have a role to play in challenging that tradition.

We aim to create an environment where every individual feels that they belong and can thrive, can realise their fullest potential and deliver their best work.



**Message from our Group Finance Director, Thomas Randles**

The Gender Pay Gap is not equal pay.

Equal pay is about women and men receiving the same pay for the same or similar job however the gender pay gap, looks at pay across all roles, regardless of whether the roles are similar or not. As a result, even when women and men are paid the same amount for the same work, there may still be a gender pay gap.

We are fully committed to both equal pay for men and women and closing the gender pay gap.

The gender pay gap is the difference between men's and women's hourly earnings in the 12 months up to 30th June 2022, regardless of the work they do. This includes for example base pay, allowances, shares, commission, bonuses and incentive pay.

The gender bonus gap is the difference between men's and women's incentive pay in the 12 months up to 30th June 2022, regardless of the work they do. This includes for example bonus pay, commission, incentive pay and shares.

Our pay gap exists due to the following factors:

- We have a high proportion of male colleagues
- Traditionally we have more males in senior technical IT Operations positions

We are committed to our 2023 DEI Strategy and recognise that it requires a focused effort from the PFH Leadership team in putting diversity at the heart of our business strategy.

## **Our Inclusion journey to date and for 2023**

§Our targeted actions in 2022 saw a female non-executive Board member be appointed and a Director to our Executive Leadership Team. Overall we experience an increase of 4% of females in our workforce and will continue to measure this.

§We developed a new DEI Charter, that will be our framework for driving the strategic direction of our D&I roadmap. This was shared with all employees and a workshop was provided to all people managers.

§We were awarded the Bronze award from the Investors in Diversity and are committed to embedding this into our culture and aim to be audited for the Silver award in 2023.

§PFH Technology Group was Bronze Certified against the sustainability assessment of EcoVadis. Covering a broad range of non-financial management systems including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts. In 2023 a dedicated team will continue to work on ESG Strategy.

§We are committed to investing in our future talent and have developed an HR Internship Program and will continue to work with all Irish Universities and colleges to hire Graduates.

§In 2022 we set up two new apprenticeship programs. We partnered with FITT and hired two Network apprenticeships in May and October in 2022 for the 2-year program. We will continue to partner with them in 2023. In October 2022 we developed an internal 2 year Sales Graduate program and hired two graduates, we will hire again in 2023. We offered mentoring support to the development and progression of all our Graduates.

§As part of our DEI strategy each month we have an e-learning course that is rolled out to all Team Members through LinkedIn Learning.

§In 2023 we will continue with our DEI training and will deliver both in person workshops and e-learning to bring awareness and education to all Team Members.

§We have reviewed, and updated all of our current policies including our employee handbook. We introduced a wide range of new policies to foster inclusivity and diversity, that look at diversity in its broadest sense including gender, ethnicity, ability, age, sexual orientation, and different ways of thinking

We confirm our gender pay gap calculations are accurate and meet the requirements of the Gender Pay Gap Information Act 2021.

# Gender Pay Gap Report

As per the Gender Pay Gap Information Act 2021, we are required to show:

- The percentage of male and female employees who received bonus pay
- The percentage of male and female employees who received benefit in kind
- The percentage of male and female employees in each of four pay band quartiles
- The mean and median pay gap in hourly pay between all male and female employees
- The mean and median pay gap in hourly pay between part-time male and female employees
- The mean and median pay gap in hourly pay between temporary male and female employees
- The mean and median bonus pay gap between male and female employees

The information is as of 30 June 2022 and reflects all the employees of PFH Technology Group

## Bonus Pay and Benefit in Kind

Our percentage of male and female employees who receive bonus pay and benefit in kind respectively is as follows:

	% of employees who were paid a bonus	% of employees who received BIK
Total Males	45.50%	33.39%
Total Females	50.43%	30.77%

## Pay Band Quartiles

The Percentage of male and female employees in each of four pay band quartiles is as follows

		% of Male	% of Female
Lower	Q1	83.33%	16.67%
Lower Middle	Q2	80.46%	19.54 %
Upper Middle	Q3	83.33%	16.67%
Upper	Q4	85.55%	14.45%

# Mean and Median Pay Gaps

## Hourly Paid

The mean and median pay gap in hourly pay between all male and female employees.

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Mean & Median Overall Population Hourly Gender Pay Gap %	7.72%	3.04%

## Part-time

The mean and median pay gap between part-time male and female employees

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Part-time: Mean & Median Gender Pay Gap %	10.39%	12.52%

## Temporary Contractor

The mean and media pay gap in hourly pay between temporary male and female employees

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Temporary Contractor: Mean & Median Pay Gap %	2.40 %	0.66%

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Bonus Gender: Mean & Median Pay Gap %	11.92%	-25.00%