



Our Gender Pay Gap Report 2023



A RICOH Company

Gender Pay Gap Report 2023



A MESSAGE FROM OUR CEO, PAUL CALLAGHAN

As a company, we have always held the value of diversity and inclusion at the core of our operations. However, it's not enough to merely talk about these values; we must actively work towards them. Gender pay gap reporting stands as a fundamental step in this journey.

By transparent reporting, we aim to understand, acknowledge, and rectify any discrepancies in our own structure. Transparency isn't just about revealing numbers; it's about fostering an environment of trust and accountability and by openly disclosing our gender pay gap, we demonstrate our commitment to fair compensation practices.

Moreover, this reporting isn't just a legal checkbox, it is an opportunity for us to evaluate our systems, practices, and unconscious biases that might be influencing compensation decisions. It's about challenging the status quo and embracing change for the better.

We are pleased with the Diversity, Equality and Inclusion (DEI) activities, which have taken place in 2023 and we continue to be committed to continuous learning and driving our DEI Charter that will influence our gender pay.

Thank you for taking the time to look at this web page and find out about our activities in this really important area.



A MESSAGE FROM ELAINE CAHILL, BUSINESS SUPPORT SERVICES DIRECTOR

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. Our Gender Pay Gap is influenced by the structure of our business and the number of men and women at different levels. Currently, only one in four people in STEM (Science, Technology, and Engineering and Mathematics) are women and we know that more work needs to be done to encourage women to enter into STEM roles.

This is not just an Irish issue but an EU-wide one, the European Commission President Von Der Leyen's proposed that to make 2023 European Year of Skills – *"A workforce with the skills that*

are in demand also contributes to sustainable growth, leads to more innovation and improves companies' competitiveness."

As a mother to a 5-year-old daughter, my passion lies in instilling confidence in her engagement with the dynamic landscape of technology. My deeper commitment is to actively contribute to bridging the gender pay gap, ensuring her entry into the workforce is free from any bias-related wage disparities. Empowering her with skills and opportunities in STEM is not just about individual growth but also about advocating for an equitable, bias-free professional future for all young women.

When looking at the gender pay gap, we can feel proud to operate in a culture of fairness and equality. We work to a principle of equal pay for equivalent roles across our business, regardless of age, gender or ethnicity and a big part of our unique culture is rooted in transparency, diversity and inclusivity for everyone throughout our Teams.



OUR INCLUSIVE JOURNEY - SUSAN MANNING, PEOPLE DIRECTOR

Following on from our 2022 DEI strategy including our Bronze award from Investors in Diversity, we took a focused approach each month in 2023 to build on the charter and make it relevant, engaging and continuous learning and awareness.

January

Firstly, we started our Diversity, Equality and Inclusion journey in 2023 by showcasing a DEI pullup stand in the reception area in the Cork, Galway and Dublin offices. In conjunction with this we also rolled out our DEI screensaver on all PFH Technology Group laptops. This allowed us to have a cohesive DEI image that all Team Members could recognize, be proud of and a friendly reminder to incorporate a DEI mindset in their working day, with a tag line of Diversity is a fact – *Inclusion is now*. We ran a managers-only DEI workshop to build education and awareness, including what makes an inclusive leader.

February

In February Learning@PFH launched its first mandated LinkedIn Learning to all Team Members. The course was titled 'Diversity, Equity and Belonging to All'. This course educated all Team Members on topics such as equity and bias, using stories to empower, hiring diverse talent, effective listening and how to embed DEI into our company culture. This course was chosen as it covered all aspects of expanding our knowledge of Diversity, Equality and Inclusion. As part our learning development each quarter we have a DEI update at our managers meeting, ensuring this continues to stay relevant for all managers.

The 4th Thursday of every month is dedicated to promoting a DEI LinkedIn Learning course that Team Members complete in order to broaden their learning and understanding. The courses promoted covered a variety of topics which included - How to Train your Brain for Happiness, Inclusive Selling, Interpersonal Communication and Creating a Connection Culture. Which can all be found on the banner of the LinkedIn Learning home page for all Team Members to access easily.

March

We have worked hard to develop our DEI Charter and the policies that underpin our philosophies. In 2023 we put an emphasis on ensuring that our written language was as inclusive as our verbal. We focused on updating our Team Member (Employee) handbook, all company policies and employee contracts to ensure that all had inclusive language.

We also introduced new policies this year in order to continue our commitment to DEI such policies included, Domestic Violence Leave, updated Sick Leave, Right to Request Remote Working, Disability Policy, Recruitment and Selection Policy, Gender Identity Policy, Mental Health at Work Policy.



Our policy's foster awareness and the standard we set!



April

Another DEI initiative that was brought into PFH Technology Group this year was the gender-inclusive disabled friendly bathroom in the Cork Main office.

This year we saw Wellbeing promoting Team Members choose their preferred pronouns on BambooHR and encouraged other Team Members that

PFH recognise that using the correct pronouns with their colleagues is a basic human dignity which we should all acknowledge and respect, along with a new policy, Wellbeing@pfh promoted Team Members to choose their preferred pronouns on BambooHR. Alongside this a LinkedIn Learning course titled Using Gender Inclusive Language was promoted to all Team Members to educate and promote understanding on pronouns and gender inclusive language that should be used to promote inclusivity. We also put up information sheets on the back of toilet doors in the three PFH Technology Groups Cork offices containing important contact details for all Team Members to take note of in a safe and private space.

May

May 2023 saw the creation of PFH Technology Group Diversity Champions. A committee of nine Team Members who came together from a range of different teams across the company to help

promote and integrate DEI initiatives within their teams and the wider company. The Diversity Champions meet monthly to discuss any DEI topics which they may have encountered amongst their teams or outside of work which they believe PFH Technology Group should support and integrate within our teams. The role of the DEI Champions is two-fold one aspect the DEI Champions are responsible for is being a contact point for all Team Members within PFH Technology Group who wish to raise any DEI concerns in a confidential way if needed and the Champions will bring this knowledge to a group forum to discuss and determine how best to address the topic. The other responsibility of the Champions is to consult with the Global Diversity calendar and create campaigns and events to promote across the PFH Technology Group campus. Many of the events which happened throughout 2023 were spearheaded by the DEI Champions.

Each month since July they have run company-wide event to raise awareness and build inclusiveness.



Diversity Champions – Achievements



- ❖ July – Preparation for the Culture UP!
- ❖ August – Pride Event
- ❖ September – Women’s Mini-Marathon
- ❖ October – Global Diversity Awareness Month – Culture UP
- ❖ November – Movember Competition & Events!
- ❖ December – Cake Sale with an International Flair

DIVERSITY IS A FACT – INCLUSION IS NOW

August

August 2023 saw the Diversity Champions first event being held to celebrate Cork Pride month to celebrate the LGBTQIA+ community. The Cork offices were decorated with pride flags and celebratory cupcakes were available in the canteen to mark the celebration. The Diversity Champions also put together an informative slideshow on the LGBTQIA+ community which was shown on the screens in the canteen throughout the day. Team Members were encouraged to wear bright colours to mark our commitment to Diversity, Inclusion and Equality. Team Members were encouraged to share stories of being in the LGBTQIA+ community or of being an ally of the community to foster an environment of understanding and acceptance within PFH Technology Group. In addition to this, in March we introduced Pride coloured lanyards to hold our PFH Technology Group identification badges to show our support and solidarity with the LGBTQIA+ community. These lanyards have been incorporated into everyday life here at PFH Technology Group as all Team Members have embraced wearing the Pride colours every day.



September

The 17th September saw the return of the annual Evening Echo Cork Women's Mini Marathon, which PFH Technology Group competed in in order to raise funds for the company's chosen charity of the year, The Irish Cancer Society.

All Team Members were encouraged to take part - not just women - in order to foster a more inclusive environment.

Ten Team Members took on the mini marathon on the day wearing Irish Cancer Society T-shirts and all completed by either walking, jogging or running!



October

As part of Global Diversity Awareness Month, the Diversity Champions published their first project titled Culture Up! This project was created in an effort to showcase Team Members from every nationality we have here at PFH Technology Group in order to demonstrate just how diverse our talent pool is. The Diversity Champions contacted a Team Member from every nationality here at PFH Technology Group and asked them to answer four questions about their nationality.

We had 25 Team Members submit country profiles to this project. The Diversity Champions were keen to express that diversity is not just a buzzword but a fundamental value of the company. The answers from these Team Members were then put into a slideshow presentation and displayed to all Team Members on the TV screens in the canteen and physical copies of the book were then printed and distributed between the Cork, Galway and Dublin offices to display our diverse workforce.



November

November is widely known as “Movember” to promote Men's Health across the month. The Diversity Champions proposed to run a moustache competition across the month of November to raise awareness for Men's Health issues. International Men's Day was celebrated on the 22nd of November where Team Members were encouraged to attend an online seminar with Laya Healthcare where a talk was being held to create a safe space for men to discuss anything they would like to in a safe and encouraging community. Twenty-four men joined the Movember movement, and a prize ceremony was held in the Main Cork Office Canteen which created a great opportunity for all those involved to come together and connect with those who took part in Movember, raise awareness of men's health and create a positive impact together.



DETAILS OF THE GENDER PAY GAP REPORT 2023

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 2023, 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 2023, regardless of the work they do. This includes for example bonus pay, commission, incentive pay and shares.

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 2023 and reflects all the employees of PFH Technology Group including TerraAlto.

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	67.08 %	50.27 %
Total Females	61.24 %	55.81 %

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	84.48%	15.52%
Lower Middle	Q2	80.35%	19.65 %
Upper Middle	Q3	79.89%	20.11%
Upper	Q4	80.92%	19.08%

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 %	1.88%	-4.74%

Part-time

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

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Part-time: Mean & Median Gender Pay Gap %	-22.02%	-20.21%

Temporary Contractor

The mean and median pay gap in hourly pay between temporary contractor male and female employees:

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Temporary Contractor: Mean Median Pay Gap %	-18.77%	-0.71%

Bonus Gap

The mean and median bonus pay gap between male and female employees:

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Bonus Gender: Mean & Median Pay Gap %	1.01%	-10.00%

Comparison Between 2022 and 2023

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 %	2022	2023
Mean	7.72%	1.88%
Median	3.04%	-4.74%

Bonus Gap

The mean and median bonus pay gap between male and female employees:

	Mean Gender Pay Gap %	Median Gender Pay Gap %
Bonus Gender: Mean & Median Pay Gap %	2022	2023
Mean	11.92%	1.01%
Median	-25%	-10%