



GENDER PAY GAP REPORT

2024

OVERVIEW

This report sets out the results of Fannin Limited's Gender Pay Gap analysis, together with associated initiatives and actions. Our Gender Pay Gap Report was compiled in accordance with government regulations and the 'snapshot' period used for the 2024 Report Analysis was the **12 months from 01 July 2023 to 30 June 2024**.

Gender Pay Gap is Different to Equal Pay

Gender pay gap measures the difference in the average gross hourly earnings of **all male** and **all female** colleagues in a company. It should not be confused with equal pay, which instead looks at the pay difference between men and women who are performing the same or similar roles.



OUR REPORTING REQUIREMENTS

The following table sets out the components of gender pay on which the company is required to report.

1. Hourly Pay	The difference between mean hourly pay of male colleagues and that of female colleagues.
	The difference between median hourly pay of male colleagues and that of female colleagues.
2. Bonus Pay	The difference between mean bonus pay of male colleagues and that of female colleagues.
	The difference between median bonus pay of male colleagues and that of female colleagues.
3. Part-Time Pay	The difference between mean pay of part-time male colleagues and that of part-time female colleagues.
	The difference between median pay of part-time male colleagues and that of part-time female colleagues.
4. Temporary/ Fixed-Term Contracts Pay	The difference between mean pay of male colleagues and that of female colleagues on temporary contracts.
	The difference between median pay of male colleagues and that of female colleagues on temporary contracts
5. Proportions	The proportion of male and female colleagues who were paid a bonus .
	The proportion of male and female colleagues who receive benefits in kind .
6. Quartiles	The proportions of male and female colleagues in the lower, lower middle, upper middle and upper quartile pay bands.

OUR RESULTS

At the snapshot date (30th June 2024) there were **295 people employed** in Fannin Limited in a **variety of roles and levels across Ireland**. The **workforce gender ratio** was **56% Male** and **44% Female**.

For the purposes of gender pay gap reporting:

- A positive pay gap percentage indicates that the gap is in favour of our male colleagues.
- A negative pay gap percentage indicates that the gap is in favour of our female colleagues.

Summary of Results	
Mean Hourly Pay Gap	17.4%
Median Hourly Pay Gap	4.6%
Mean Bonus Pay Gap	29.57%
Median Bonus Pay Gap	-25.1%
Mean Hourly Pay Gap of Part-Time Colleagues	82.7%
Median Hourly Pay Gap of Part-Time Colleagues	84.4%
Mean Hourly Pay Gap of Temporary Colleagues	2.8%
Median Hourly Pay Gap of Temporary Colleagues	21.2%

Percentage of Colleagues Receiving a Bonus	Male	Female	
	93%	87.8%	
Percentage of Colleagues Receiving Benefit in Kind	Male	Female	
	29.3%	26.7%	
Proportion of Female & Male Colleagues in Each Quartile	Pay Quartile	Male	Female
	Upper Quartile	65%	35%
	Upper Middle Quartile	52%	48%
	Lower Middle Quartile	42%	58%
	Lower Quartile	64%	36%

ABOUT OUR PAY GAP

Overall Pay Gap

All Colleagues

We have seen a slight increase in favour of men in our gender pay gap since 2023, mostly driven by a new leadership role filled by a male colleague. However, when we compare to 2022, the gap has reduced by 7% for the mean gender pay gap and 14% for the median.

Part-Time Colleagues

6% of our workforce is made up of part-time colleagues of which 83% are female and 17% are male. The pay gap is in favour of men, which has largely been impacted by two male senior leaders moving to a part-time basis during the reporting period.

We continue to be proactive in our approach to facilitating flexible and part-time working arrangements, and there is increasing uptake on this, particularly for women returning to work following maternity leave. We see these practices as a vital way to encourage women back into the workforce. It is also an attractive option for people close to retirement, facilitating them to continue to work but on a reduced basis as they phase into a new life stage.

Temporary Colleagues

4% of our workforce is made up of temporary colleagues, of which 73% are female and 27% are male. The mean gender pay gap is close to zero, at 2.8% and the median gap is 21%.

Bonus Pay Gap

While the mean bonus pay gap remains in favour of male colleagues, the gap has further reduced compared to the previous 12 months. As noted in 2023, it is not unusual for bonus gaps to be higher than hourly pay gaps due to the impact of demographics i.e. bonus opportunities structured as a % of an individual's salary where more men hold senior positions and are paid higher salaries. The median bonus gap is in favour of female colleagues.

ACTIONS TO REDUCE THE GENDER PAY GAP

Our ambition continues to be an employer of choice, attracting and retaining a truly diverse range of talented colleagues who are motivated, engaged and supported to achieve their full potential.

We will continue to prioritise the following:

- 1. Increasing female representation in senior roles (mid-upper and upper quartile:** noting the progress that has been made in the last 24 months.
- 2. Establishing and embedding more formal Inclusion and Diversity policies and practices:** The company has taken steps in recent years to put a foundational Inclusion and Diversity infrastructure in place. Inclusion and Diversity continues to be an important focus for the organisation.

Talent Attraction

Our existing recruitment strategy is to require a diverse shortlist for all mid-senior roles. All colleagues receive training in how to avoid unconscious bias. We will continue to ensure that hiring managers and the HR team apply their knowledge of unconscious bias to recruit as fairly and widely as possible. We will ensure interview panels have a gender balance as far as is practicable. We have introduced psychometric assessments for mid-senior roles to further mitigate risk of unconscious bias.

Talent Development

Ensuring gender diversity in relation to access and participation in all of our development programmes is an ongoing priority. The gender balance for development programmes between July 2023 and November 2024 was 50:50.

Work is underway to explore more ways to further encourage and support development of our female colleagues.

We are tracking and reporting on the number of internal roles moves and promotions in the Company. During the snapshot period, female colleagues accounted for 31% of role moves/promotions and when we look at this over a two year period female colleagues account for 42% of role moves/promotions.

Awareness & Understanding

The Company recently conducted an Inclusion and Diversity (I&D) survey of all colleagues to measure the effectiveness of progress, and to obtain data on the I&D trends, issues and gaps present in the organisation that colleagues would like to see addressed. Analysis of the results is currently underway and more actions will be planned from this. This is the second such survey we have conducted since 2022.

“ I confirm the data and the information represented in this report meet the requirements of the Gender Pay Gap Information Act 2021. ”

Mark Coffey
Managing Director





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