

## **Fund Recs – 2025 Gender Pay Gap Report**

### **Executive Statement**

This is the first year that we are publishing our Gender Pay Gap in Ireland. Through focusing on diverse representation, career mobility and inclusion, Fund Recs aims to address our gender distribution across all organisational levels and role types.

We recognise that a diverse workforce is a powerful driver of innovation and success and value the unique perspectives and talents each individual brings. At Fund Recs we are ambitious about creating a strong employee experience that allows everyone to feel empowered and respected. We are proud to confirm our ongoing commitment to transparency, inclusion and diversity.

As CEO of Fund Recs, I have and will fully support all initiatives that focus on the areas for change that we have identified.



CEO, Fund Recs

### **Understanding the Gender Pay Gap**

Gender pay gap legislation was introduced in Ireland in 2022, with a long-term goal of reducing differences in income between men and women throughout their working lives.

This report includes the gender pay gap for Fund Recs (Ireland).

The gender pay gap is a measure of the overall difference between the average earnings of men and women across an organization. Pay gap calculations do not take into account factors such as different roles, responsibilities, performance or levels of seniority. The gender pay gap therefore is representative of the distribution of men and women across seniority levels and types of roles within the organisation.

### **Our Commitment to Pay Equity**

The gender pay gap is not the same as pay equity. Pay equity relates to compensation paid to women and men for the same or similar jobs or work of equal value. The gender pay gap on the other hand, is influenced by the number of men and women within each of the four pay bands (or quartiles) across the organisation.

Fund Recs is committed to fair and equitable compensation practices, and we review our compensation practices on an ongoing basis for pay equity.

Our snapshot date is 30 June 2025 and the reporting period is 01 July 2024 to 30 June 2025.

Mean and Median Pay and Bonus Gap

Pay Gaps	Mean	Median
Hourly pay	28%	22.6%
Bonus	92.4%	0%

- We had three female part time employees during the reporting period; no comparable data available.
- There was one female fixed term employee during this reporting period; no comparable data available.

Proportion of men and women receiving bonus pay

Gender	%
Men	100
Women	100

Proportion of men and women receiving benefits in kind

Gender	%
Men	94%
Women	94%

Proportion of men and women by pay quartiles

Gender	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Men	54%	58%	58%	85%
Women	46%	42%	42%	15%

As of the snapshot date, the organisation was 64% men and 36% women.

## What are some factors that create pay gaps?

In the technology industry, there is a well-publicised gender imbalance across the employee population, this gender gap is reflected in our workforce as well.

Here are some considerations to bear in mind that are shaping the figures above:

- Women account for 17% of our executive leadership team in Ireland. Having a smaller number of women in the organisation compared to men, in particular at senior leadership level, leads to a gender pay gap. The high salary or bonus of a small number of male employees in more senior roles can statistically skew the average, especially in smaller organisations like ours.
- Software Engineering is our largest department in Ireland, with women accounting for less than 29% of the engineering population. As men's pay is the majority in the calculation, this impacts the pay gap.
- The compensation structure of sales roles is heavily weighted towards variable compensation i.e. based on performance against targets or quotas v's base pay. Less than 25% of the sales team are women, therefore this impacts the pay gap, in particular the bonus gap.

While several external factors impact Fund Recs ability to improve its Irish pay gap statistics, the company remains committed to reducing its gender pay gap, by keeping diversity and inclusion at its core.

## Actions to date and ongoing commitments

We are committed to addressing our gender pay gap with a focus on initiatives that we believe will contribute to closing the pay gap:

1. **Talent Pipeline initiatives:** In an effort to promote STEM careers for women, Fund Recs participated in the Teen Turn initiative during 2025, bringing on two female pre-leaving cert students for a STEM work placement programme. Despite being a small company with limited resources, we feel that it is important to positively influence student choices for undergraduate degrees which will ultimately impact the pipeline of future available female talent.
2. **Leadership Development:** Fund Recs is committed to identifying and developing a strong pipeline of internal female talent and we have progression frameworks in place to support this. Our promotion cycle during the reporting period saw 28% of our female population promoted (the same proportion of male employees during the period). In addition, we participated in the GenConnectU Women in Leadership programme during 2025 and intend to participate again in 2026 to support the development of our female leaders.
3. **Ways of working:** Fund Recs recognises that many of our employees (both men and women) have care giving responsibilities outside of work. We offer a high degree of flexibility to all employees to enable them to balance responsibilities outside of work which we intend to continue into the future.
4. **Recruitment practices:** Our job descriptions are gender neutral to ensure an equal appeal to both men and women applicants and we do not ask candidates for their past compensation when making job offers. We actively source candidates with a view to

achieving a 50/50 split where possible. We will continue to review our recruitment processes to minimise space for bias.

5. **Creating opportunities for growth:** During 2025, the executive leadership team ran talent reviews, focused on action planning for the future; supporting people in taking their next steps and identifying areas for growth and development. This is in addition to the introduction of a succession planning process throughout the organisation to identify opportunities for the next wave of leaders. These types of activities support the pipeline of women going into senior positions, and the representation of women in higher paid roles. We're at the early stages of defining this process and will continue to develop our talent management process into the future.
6. **Ensuring governance and measurement structures are in place:** we report monthly on gender balance at our leadership meetings and track our pay and promotion decisions through a gender diversity lens. We intend to implement additional layers of monitoring and reporting to ensure we make progress in closing our gender pay gap.

**Key Terms**

Men/ Women: we recognise and respect a spectrum of gender identities. Currently, our data only allows us to calculate pay gaps for men and women.

Hourly pay: this calculates monthly payments for the 12 month period preceding and including the snapshot date, divided by the number of hours for the reporting period.

Bonus: includes bonus payments made during the 12 months preceding and including the snapshot date.

Mean or average: calculates the difference between the average pay of men and women. This is calculated by dividing the total pay for both men and women by the number of men and women.

Median: the difference in the midpoints of the ranges of hourly rates of pay for men and women. This is calculated by ordering individual rates of pay for men and women separately in ascending order and comparing the middle value of each.