



OUR GENDER PAY GAP REPORT 2022

BDO Ireland



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INTRODUCTION

BDO Ireland constantly strives to ensure equality and fairness is at the heart of everything we do.

As a result we are huge supporters of the Irish Governments' move to introduce compulsory Gender Pay Gap Reporting for companies with over 250 staff.

Those of you familiar with the Irish Governments' Gender Pay Gap Policy will know that the report is focused on the difference in the average hourly wage (which includes all remuneration) of men and women across a workforce.

It compares the pay of all working men and women; not just those in similar jobs.

As a result, it highlights where organisations do not have enough women in Senior Leadership positions.

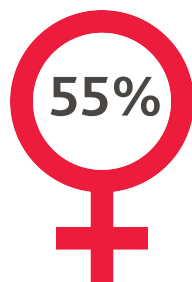
It is important we do not confuse the Gender Pay Gap with Equal Pay. Equal pay is the right to be paid the same level of pay for 'like work, work rated as equivalent and work of equal Value'.

Whilst both issues are equally important, it is the former Gender Pay Gap that is the main theme of this report.

We confirm that the Gender Pay Gap figures are calculated and presented within this report in accordance with the required regulations.

MICHAEL COSTELLO
Managing Partner

¹Equality and Human Rights Commission definition of Equal Pay



Over the past number of years, BDO has worked hard to reach Gender Parity in our workforce, and I am very proud to announce that in an industry traditionally under-represented by women, we have been able to retain and grow a workforce where 55% of our people are women. Whilst this is truly an industry leading position, it doesn't hide the fact they we still have a lot of work to do to reduce our Gender Pay Gap.



OUR GENDER PAY GAP

Below are our gender pay gap figures and our workforce composition:

The **mean** is the average of a set of numbers. It is calculated by adding up all of the values in a data set, and then dividing by the total number of values.

The **median** is the middle value of a set of numbers. It is calculated by ordering all of the values in a data set from lowest to highest and identifying the middle value.

FIGURE 1

Our workforce composition	Female (F)	Male (M)
	55%	45%
Pay (full time staff)		2022‡
Mean pay gap		17%
Median pay gap		11%
Pay (part time staff) †		2022
Mean pay gap		29%
Median pay gap		8%

† Please note that this is a very small, non-representative dataset.

FIGURE 2

OUR BONUS GAP

	2022
Mean	15%
Median	0%
Percentage of employees receiving a bonus	
Male (M)	27%
Female (F)	21%

OUR HOURLY PAY QUANTILES

FIGURE 3

Quartile Band	Female % of employees	Male % of employees
	2022	2022
Upper	42%	58%
Middle Upper	64%	36%
Lower Middle	64%	36%
Lower	49%	51%

BENEFIT IN KIND (BIK)

FIGURE 4

Proportion of employees who received Benefits in Kind	2022
Male (M)	86%
Female (F)	93%

ANALYSIS IN BRIEF

Thanks to several years of working hard towards achieving a gender neutral workforce, BDO are proud that in 2022 we have a workforce with **55% female and 45% male employees (fig.1)**.

- ▶ This tells us that we are on the right path but we acknowledge there is much more work to do to reduce **the mean (17%) and median (11%) pay gaps (fig.1)**. The need to rebalance the number of females in upper management levels – specifically at director level – is critical to addressing this gap.
- ▶ **The hourly pay quartile break down (fig.3)** on the previous page illustrates our key challenge and where we need to focus in order to close this gap as quickly as possible.
- ▶ **The bonus table data (fig.2)** further illustrates how this disparity at Director level is causing a double impact. This can be seen both in terms of the amount of women receiving bonuses and on the size of those bonuses.
- ▶ **The BIK breakdown (fig.4)**
Generally, we have good Parity across all facets of Benefits in Kind. With slightly more female employees (93%) receiving BIK than male employees (86%).

At BDO we have good numbers of female candidates joining the firm as Trainees and building careers as they progress into Assistant Managers, and Managers roles. At Senior Manager level we also have a clear majority of women, with 55% representation.

This data confirms that the Firm have built a strong career development pipeline of women progressing through the organisation into management roles. However, the Director Level at BDO is only represented by 30% women and this is the most important area we need to address in order to accelerate closing our Gender Pay Gap.



OUR PLAN OF ACTION

Whilst we as a Firm are disappointed with our current Gender Pay Gap, we are confident we can make significant headway through continued staff engagement and a number of specific programs that we have recently launched. These include:

- ▶ **A new 'Returners' recruitment program**, aimed at attracting women back into the workforce who have had an extended time away. We are also looking at providing extra training and support for those women who have been out of the workforce for an extended period, to provide them with a supportive environment so that they can successfully navigate what can be a challenging time.
- ▶ **A new 'Employee Benefits Package'** heavily structured around supporting our workforce through all facets of their personal and professional lives.
- ▶ **An Industry Leading mentoring programme** aimed at preparing women for Senior leadership roles within the firm.
- ▶ **Active participation and support of the 30% Club.**
- ▶ **A refocus of our D&I and ESG committee resources** to help us to address this challenge.
- ▶ **Deep Listening.** We have set about trying to understand why many of our female employees have not pursued promotion to senior roles. With greater flexibility and work-life balance often cited as the common factors, our plan is to go deeper and better understand the individual needs of our people and build tailored plans that best suits that person's respective needs.
- ▶ **Celebrating our success.** We have an incredible amount of highly successful senior female leaders across our business, and we need to better tell their stories. Especially how they have succeeded in managing the challenges of their professional and personal lives to build incredible careers.



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‡ Please note that at time of report completion there is 1 temporary contractor in the Firm. With only 1 pay data point there is no gap figure to publish.