



Our Gender Pay Gap Report 2024

BDO Ireland

Introduction

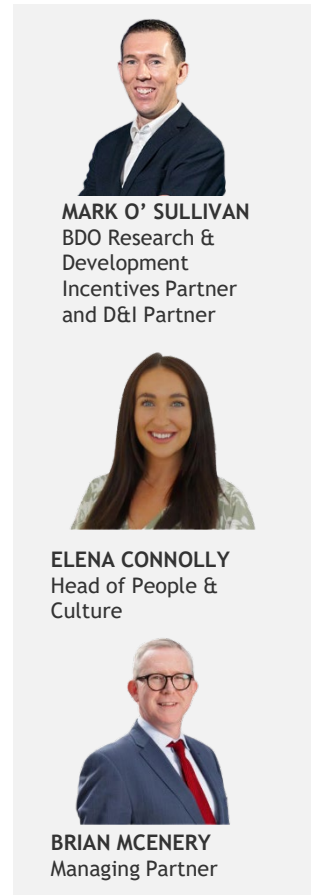
I am very pleased to present the findings of our latest Gender Pay Gap Report. This marks our third-year reporting on the gender pay gap, and I'm incredibly proud to announce our most positive result to date.

The results show a clear and encouraging indication that our efforts to bridge the gender pay gap through various initiatives, such as our Mentoring Programme, have been highly successful. This reflects our ongoing commitment to ensuring pay equity and to fostering an inclusive workplace where every employee is valued equally, regardless of gender.

Transparency is key to driving change, and this report serves as both a benchmark for our progress and a roadmap for our continued journey towards closing the gender pay gap.

We confirm that the gender pay gap figures presented within this report are calculated in accordance with the required regulations.

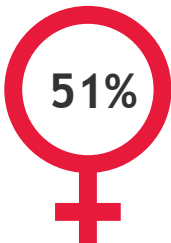
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Over the past number of years, BDO has worked hard to reach Gender Parity in our workforce, and I'm proud to report that BDO Ireland continues to maintain our industry-leading position, with female representation at 51% of our total workforce. This is a rarity in Professional Services and something we strive to maintain in the coming years.

Our Gender Pay Gap

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

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

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

FIGURE 1

2024 workforce composition	Female (F)	Male (M)
	51%	49%

Pay (full time staff)	2023	2024
Mean Pay Gap	11%	3.2%
Median Pay Gap	-13%	-14.6%

Pay (part time staff)†	2023	2024
Mean Pay Gap	-10%	20%
Median Pay Gap	-24%	24%

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

Our Bonus gap

FIGURE 2

	2023	2024
Mean Pay Gap	20%	17%
Median Pay Gap	0%	0%
% of employees receiving a bonus		
Female (F)	25%	25%
Male (M)	31%	24%

Our hourly pay quartiles

FIGURE 3

Quartile band	Female employees	Male employees
% in each quartile based on hourly rate	2023 2024	2023 2024
Upper	45% 52%	55% 48%
Middle upper	68% 62%	32% 38%
Lower middle	56% 51%	44% 49%
Lower	47% 40%	53% 60%

Benefit in kind (BIK)

FIGURE 4

Proportion of employees who received Benefits in Kind	2023	2024
Female (F)	88%	79%
Male (M)	83%	81%

Analysis in brief

We are very proud to report a 7.8% improvement in our Gender Pay Gap from 11% in 2023 to 3.2% for our 2024 report.

- ▶ **Our mean pay gap stands at 3.2% (fig.1)** . In order to further narrow the mean gap, we must continue to maintain the increasing representation of females in senior management levels.
- ▶ **Our median figure shows a - 14.6% gap (fig.1)**, which reflects a higher median pay for females. However, this figure is influenced by the distribution of females and males within the different pay quartiles across the Firm and is not representative of our overall Gender Pay Gap.
- ▶ **The bonus table data (fig.2)** illustrates that there is a notable gap, however, the positive mean pay gap improvement shows that this gap will significantly reduce in 2025.
- ▶ **The hourly pay quartile breakdown (fig.3)** demonstrates a positive trend showing a 7% increase in the advancement of female employees within this quartile.
- ▶ **The BIK breakdown (fig.4)** shows good parity across all facets of Benefits in Kind with slightly more male employees (81%) receiving BIK than female employees (79%).

Overall, there has been encouraging progress, as evidenced by the quartile distribution which indicates an upward trend of females advancing within the Firm.



Our plan of action

As a Firm, we are pleased with the considerable progress made in reducing our Gender Pay Gap as reported in 2024, yet we recognise that there is more to accomplish for the year ahead. Over the course of 2024, we conducted multiple programs to tackle this challenge, including:

- ▶ **'Returners' recruitment programme:** Aimed at attracting women back into the workforce who have had an extended time away.
- ▶ **Industry Leading mentoring programme:** Aimed at preparing women for Senior leadership roles within the Firm.
- ▶ **Targeted Executive Recruitment Search:** To bring more Senior Female Leaders into the Firm.

Looking forward to 2025, we remain committed and focused on achieving our Gender Action Plan for the Firm and will continue to develop the following key initiatives:

- ▶ **Continuation of the Mentoring Programme** across the Firm, to ensure equal opportunities for all to participate.
- ▶ **Continuation of Targeted Executive Recruitment Search,** to bring in more Senior Female Leaders into the Firm.
- ▶ **Continuation of Unconscious Bias** training for the Firm.

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