



Gender Pay Gap Report & Recommendations



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Introduction

The provision of equal pay between men and women is a matter of significant public policy and social equity. To advance this, the Irish Government enacted the Gender Pay Gap Information Act 2021, which requires organisations to report annually on their gender pay gap. From 2025 onwards, all employers in Ireland with more than 50 employees must publish their gender pay gap data each year.

Under the Act, employers must:

- Select a “snapshot” date in June each year.
- Base gender pay gap calculations on remuneration earned in the 12 months preceding that date.
- Publish their report within five months of the snapshot date.
- Make the report available both on their own website and on the centralised government portal.



Datapac's Approach

In line with these requirements, Datapac selected 1 June 2025 as its snapshot date for the current reporting cycle. A headcount was conducted on that date, and the gender pay gap analysis was based on remuneration earned between 2 June 2024 and 1 June 2025.

Datapac will publish its Gender Pay Gap Report by 30 November 2025, within the statutory five-month window. For future cycles, Datapac will continue to use 1 June as the annual snapshot date.

Our Results:

As of 1 June 2025, Datapac employed 87 people, comprising 40.23% (35) female employees and 59.77% (52) male employees. The analysis shows:

- Mean gender pay gap: 12.03% in favour of male employees
- Median gender pay gap: 0.18% in favour of male employees

This report provides a detailed examination of these figures and outlines the actions Datapac is taking to address the identified gaps.

While the mean figure reflects a difference in average pay, the median gap (which is often a more reliable measure of typical earnings) is very small at just 0.18%. This indicates that pay levels across the workforce are broadly comparable, and that the overall gap is relatively small. This report provides a detailed examination of these figures and outlines the actions Datapac is taking to address the identified gaps.

Our Commitment:

Datapac recognises that diversity, equity, and inclusion are essential to a thriving and progressive workplace. We are committed to fostering a culture where gender parity is not only valued but actively pursued. At Datapac, we strive to ensure that all employees regardless of gender have equal opportunities to grow, contribute, and succeed.





Definitions

The gender pay gap (GPG) represents the difference in average gross hourly earnings between men and women, expressed as a percentage of men's average gross hourly earnings. A positive gender pay gap indicates that, on average, women earn less than men, placing them in a less favourable position. Conversely, a negative gender pay gap means that, on average, men earn less than women.

- **Relevant date:** means the date, in the month of June each year that is selected by a relevant employer for the purposes of the report.
- **Relevant employee:** means a person who is an employee for the purposes of the Employment Equality Act 1998 and is employed by the relevant employer on the snapshot date.
- **Relevant employer:** means an employer with over 50 employees on the snapshot date in line with phased implementation of the Gender Pay Gap Information Act 2021.
- **Relevant pay period:** means the period of 12 months ending on the snapshot date.
- **Shift premium pay:** means the difference between basic pay and any higher rate paid by the employer for work during different times of the day or night.
- **Working hours:** means the hours when a relevant employee is available, or required to be available, at or near his or her place of employment for the purposes of working, but does not include the hours when the relevant employee is asleep, notwithstanding that the relevant employee, by arrangement, sleeps at or near his or her place of employment and the relevant employer provides suitable sleeping facilities for that relevant employee.
- **Employee Hourly Rate:** The hourly remuneration of an employee is calculated by dividing the employees total ordinary pay in respect of the reporting period by the hours worked for that period. Ordinary pay includes: the normal salary paid to the employee; allowances; overtime; shift premium pay; pay for sick leave; any salary top-ups for statutory leave such as maternity paternity / parents leave.



Definitions

- **Mean Hourly GPG:** The mean gender pay gap is the difference in the arithmetic average hourly pay for women compared to men, within Datapac.
- **Median Hourly GPG:** The median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly pay of the person in the middle.
- **Quartiles:** Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper. The proportion of male and female employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time employees or for temporary employees.
- **Snapshot Date:** Employers to whom the reporting obligations apply are required to calculate and publish the gender pay gap information in respect of relevant persons employed by them on the chosen snapshot date, with the calculations to be based on those employees' remuneration for the 12-month period that precedes the snapshot date. Employers are required to choose a snapshot date. The snapshot date must be in June but may be any date in June.
- **Equal Pay:** The principle of equal pay does not require that all employees receive identical pay, but rather that any differences in pay are based on *objective, non-gender-related criteria*. Under the Employment Equality Acts, men and women must receive equal pay for like work, which includes work that is the same, similar, or of equal value.



Definitions

- **Ordinary Pay:** Ordinary pay refers to remuneration payable to a relevant employee before statutory deductions, and includes:
 - Basic pay
 - Allowances
 - Pay for piece-work
 - Shift premium pay
 - Overtime pay
 - Pay for sick leave
 - Salary top-ups for statutory leave (e.g. maternity, paternity, parent's, adoptive leave)
 - Pay for gardening leave

It excludes:

- Payments related to redundancy or termination of employment
 - Non-monetary remuneration
- **Part-Time Working:** A part-time employee is defined under Irish law as someone whose normal working hours are less than those of a comparable full-time employee. For the purposes of this report, any employee with a full-time equivalent (FTE) status of less than 1.0 is considered part-time. This definition excludes employees on unpaid leave (e.g. parental leave) during the reporting period.



Data Extraction Method

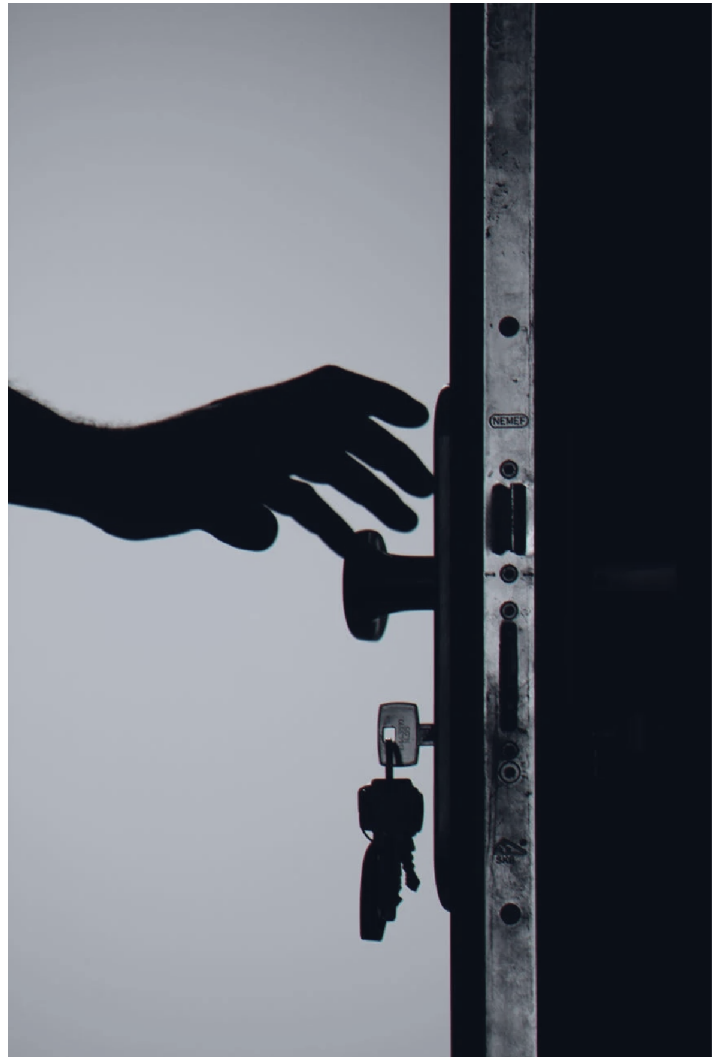
To ensure compliance with the Gender Pay Gap Information Act 2021 and to produce an accurate and transparent report, the following methodology was used to extract and prepare the relevant data:

- Datapac selected 30 June 2025 as the snapshot date for this reporting cycle.
- All employee data was based on the workforce composition as of this date.
- The relevant pay period for remuneration analysis was from 2 July 2024 to 1 June 2025, covering a full 12-month period prior to the snapshot date.
- Payroll reports were compiled for the period July 2024 to June 2025.
- These reports included all relevant pay elements, such as:
 - Basic salary
 - Overtime
 - Allowances
 - Shift premium pay
 - Sick pay
 - Statutory leave top-ups (e.g. maternity, paternity, parent's leave)
 - Benefits in Kind (BIK) - where not included in payroll reports, BIK data was sourced separately
- Expenses and redundancy/termination payments were excluded from calculations, though they remained visible in the reports for transparency.
- Anomalous or unclear pay codes (e.g. "Addition 4") were reviewed and clarified with payroll to ensure accurate categorisation. For example, a deduction of –£243.48 in June 2025 for an employee was investigated to determine its nature and relevance.
- Contracted hours as of July 2024 were used as a baseline to identify any changes in working patterns up to June 2025. The analysis included a review of:
 - Whether employees were on fixed contracted hours
 - Any career breaks (excluding sickness or statutory leave)
 - Instances of unpaid leave lasting 12 weeks or more
 - The presence of temporary employees during the reporting period
- Payroll records for July 2024 were reviewed to identify any backdated payments relating to prior months, ensuring they were correctly attributed to the appropriate pay period.
- All data was cross-checked for consistency and completeness. Outliers and anomalies were flagged for review and contextualised in the analysis (e.g. part-time employees with unusually high hourly rates).

Data Protection

The data used to compile this Gender Pay Gap report was sourced and processed in full compliance with the Data Protection Act and the principles of the General Data Protection Regulation (GDPR). All information was obtained by authorised personnel within Datapac, specifically members of the Finance, Payroll, and HR teams. These individuals routinely work with payroll data as part of their professional responsibilities and are trained in the secure handling of sensitive employee information.

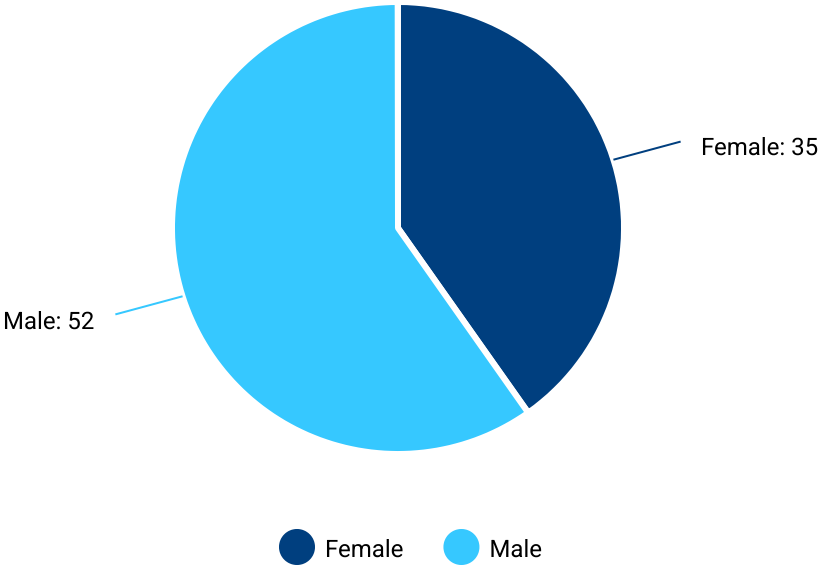
Payroll data was provided through Moorepay, an authorised and contracted third-party provider of payroll services. All processing was conducted securely and responsibly. Only data necessary for the purposes of gender pay gap reporting was accessed, and all statistics presented in this report are aggregated and anonymised. No individual employee can be identified from the data, ensuring full confidentiality and protection of personal information.





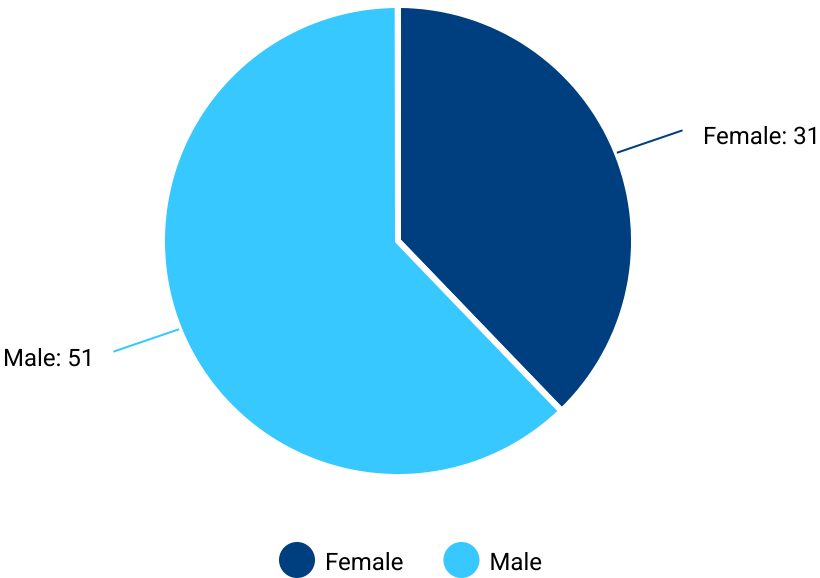
**Employment
Profile**

All Employees



99

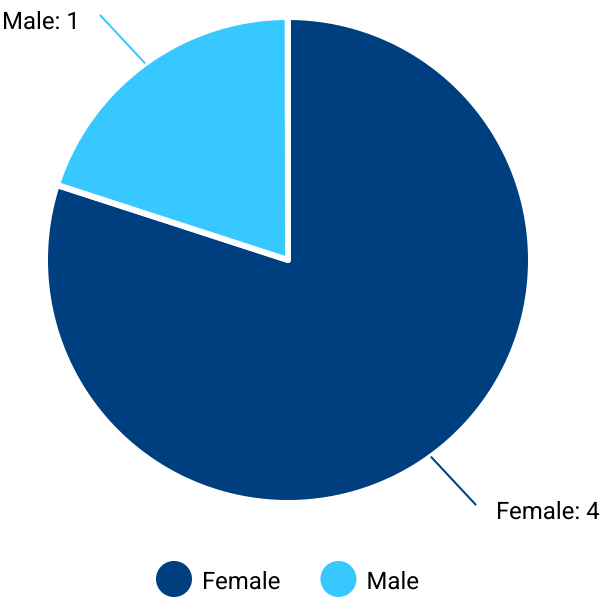
Full-Time Employees





**Employment
Profile**

Part-Time Employees





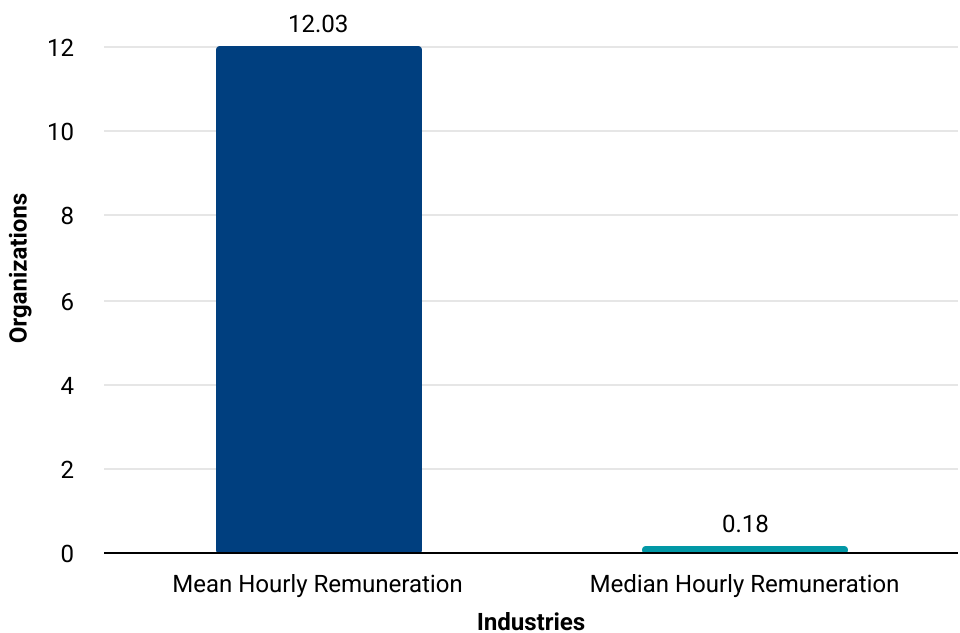
Gender Pay Gap

The Gender Pay Gap (GPG) measures the difference in average hourly earnings between male and female employees across an organisation. It is calculated without adjusting for factors such as grade, length of service, or periods of statutory leave. The GPG provides a high-level view of gender-based pay disparities and reflects structural differences in workforce composition.

For the reporting period:

- The mean hourly GPG was 12.03% in favour of male employees, indicating that, on average, male employees earned 12.03% more per hour than female employees.
- The median hourly GPG was 0.18% in favour of male employees, showing near parity in the middle range of hourly earnings and highlighting that overall pay levels across the workforce are broadly comparable.

Gender Pay Gap Using Mean and Median Hourly Rate





Gender Pay Gap

Under the Act and the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022, organisations are required to report the Mean and Median Gender Pay Gap percentages across the following categories:

- All employees
- Part-time employees
- Temporary employees

| | Gender Pay Gap in Hourly Remuneration | |
|---------------------|---------------------------------------|--------|
| | Mean | Median |
| All Employees | 12.03% | 0.18% |
| Part-Time Employees | 6.34% | 27.15% |
| Temporary Employees | 0% | 1.52% |

Mean Hourly Remuneration:

- 12.03% gap: Female employees earn 12.03% less than male employees on average.
- 6.34% (part-time): Female part-time employees earn slightly less than male part-time employees. However, statistically, this is skewed by an anomalous case which is common in relatively smaller datasets.
- 0% gap (temporary contracts): No difference in mean hourly pay between male and female temporary employees.

Median Hourly Remuneration:

- 0.18% gap: Median pay is nearly equal between male and female employees.
- 27.15% gap (part-time): Median pay for female part-time employees is much lower than male counterparts, influenced by an anomalous case.
- 1.52% gap (temporary contracts): Slight difference in favour of male temporary employees.



Gender Pay Gap

Interpretation:

- While the mean gap shows a difference in average pay between male and female employees, the very small median gap demonstrates that pay levels are broadly comparable across the workforce.
- The part-time median gap is influenced by an anomalous case and not reflective of systemic inequality. It is also important to note that the technology industry in Ireland is traditionally male-dominated, particularly in engineering and technical roles such as those working on printers and hardware. This demographic trend contributes to the overall distribution of roles and pay, and helps explain why averages can appear skewed even when median pay levels show near parity.

Gender Breakdown by Quartiles

Employees were organised into quartiles based on hourly remuneration of all male and female full-time employees: lower, lower middle, upper middle and upper.

The proportion of male and female full-time employees in each quartile was expressed as a percentage. There is no requirement to show this information for part-time or temporary employees.

Hourly Remuneration Quartiles

| | Quartile 1 Lower | Quartile 2 Lower Middle | Quartile 3 Upper Middle | Quartile 4 Upper |
|--------|---------------------|----------------------------|----------------------------|---------------------|
| Male | 54.55% | 63.64% | 63.64% | 57.14% |
| Female | 45.45% | 36.36% | 36.36% | 42.86% |

Mean Bonus Remuneration:

- -35.85% difference means that female employees earned 35.85% more in mean bonus remuneration than male employees.
- This suggests that, on average, women received higher bonuses than men.

Median Bonus Remuneration:

- -150% difference means that the median bonus for female employees was 150% higher than the median bonus for male employees.
- This suggests that, on average, women received higher bonuses than men.



Gender Breakdown by Quartiles

Bonus Distribution:

- 31.43% of female employees received bonuses.
- 13.46% of male employees received bonuses.
- Not only did women receive higher bonuses on average and median, but a larger proportion of women received bonuses overall.



Measures to Address the Gender Pay Gap

In light of the positive trends observed, particularly the favourable bonus outcomes for female employees, Datapac is encouraged to build on this momentum through a series of targeted measures. These include:

Conduct Regular Pay Equity Audits:

Datapac will benchmark salaries across similar roles, grades, and experience levels in line with EU Pay Transparency legislation which is coming in June 2026 to identify any unexplained disparities.

Datapac will also use audits to proactively correct imbalances where applicable and ensure consistent pay practices across departments. Intersectional analysis will be included where possible (e.g. gender and ethnicity) to uncover deeper patterns.



Strengthen Career Progression Pathway:

Datapac will ensure promotion criteria are transparent and consistently applied across genders.

Datapac will track gender representation at each level of the organisation, especially in leadership and high-paying roles, whilst continuing to excel at offering mentorship, sponsorship, and leadership development programmes such as STEM Passport for Inclusion targeted at underrepresented groups.



Measures to Address the Gender Pay Gap

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Review Recruitment & Job Design:

Datapac remains committed to fostering an inclusive recruitment process by consistently using gender-neutral language in all job descriptions and advertisements. The organisation will continue to ensure that shortlists and interview panels reflect diversity and inclusivity.

In addition, Datapac will assess whether certain roles may be unintentionally gendered in terms of structure or flexibility and will redesign them where appropriate to attract a broader and more balanced talent pool.

This approach is particularly relevant within the IT and technology sector, which has traditionally been male dominated. As part of its broader Diversity & Inclusion strategy, Datapac is actively working to encourage greater female representation in technology roles.





Measures to Address the Gender Pay Gap

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Policy:

Datapac is committed to fostering an inclusive and supportive workplace where all employees are treated with dignity, respect, and understanding, and where their health and wellbeing are prioritised. Recognising the impact that menopause can have on employees, Datapac has introduced a dedicated menopause policy as part of its ongoing efforts to promote inclusivity, gender equality, and workplace dignity.

This policy aims to raise awareness of menopause, provide guidance on appropriate workplace adjustments, and outline the supports available to employees experiencing menopausal symptoms. The policy ensures meaningful support for all affected employees and aims to promote a culture where individuals feel comfortable discussing symptoms, requesting reasonable accommodations, and accessing resources such as healthcare signposting and wellbeing support.





Conclusion

As this is Datapac's first year conducting, analysing, and interpreting gender pay gap data under the legislative requirements, we are committed to fostering a culture of transparency, inclusion, and continuous improvement.

We will share our gender pay gap findings and associated action plans openly with colleagues and actively invite feedback. To support ongoing dialogue, we will leverage our existing Champions to engage in meaningful discussions around equity and inclusion.

While Datapac celebrates the progress made, we remain transparent about areas where further improvement is needed and will continue to prioritise open communication and employee engagement as key drivers of change.

