

What is the Gender Pay Gap

We have been reporting our Gender Pay Gap since 2018. The Gender Pay Gap is the difference in earnings between all men and all women who work in an organisation. It relates specifically to the percentage difference between the mean or average hourly earnings of men and women and the difference between the median or mid-point salary for men and women.

Gender pay is not the same as equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs, or work of equal value.

At Adare SEC we're committed to creating an inclusive and diverse workforce. We aim to make sure people are treated equally at work, across all levels and locations, and we value the contribution that everyone makes for us.

Mean and Median Gender Pay Gap

- Our average or mean gender pay gap for 2024 is 12.5%. This has decreased from our average Gender Pay Gap for 2023 which was 16.6%.
- Our median or midpoint or median Gender Pay Gap is **14.6%**. This has decreased from our mid-point Gender Pay Gap for 2023 which was 17.2%
- Our average or mean gender bonus gap is 54.7% reduced from 70.0% in 2023.
- Our median or mid-point gender bonus gap is 32.2%
- The percentage of male employees in Adare receiving a bonus is 6.0%
- The percentage of female employees in Adare receiving a bonus is 8.1%

Description	Male	Female
The percentage split between male and female employees whose standard rate places them above the upper quartile*	77%	23%
The percentage split between male and female employees whose standard hourly rate places them above the median but at or below the upper quartile*	71%	29%
The percentage split between male and female employees whose standard hourly rate places them above the lower quartile* but at or below the median	61%	39%
The percentage split between male and female employees whose standard hourly rate places them at or below the lower quartile*	53%	47%

* Quartiles are the values that divide a list of numbers into quarters. The four quarters that divide a data set into quartiles are:

- The lowest 25% of numbers
- The next lowest 25% of numbers (up to the median)
- The second highest 25% of numbers (above the median)
- The highest 25% of numbers

What we are doing

We are pleased that our Gender Pay Gap is closing since we first starting reporting in 2018 when it was 19.7%, however we recognise there is more work to be done. Things we are doing and continue to do and improve are:

We conduct an annual Pay Audit and Review – which means we:

- Regularly review salaries across all levels to identify discrepancies between male and female employees in similar roles.
- Analyse factors influencing pay differences (e.g., tenure, experience, performance).

We are transparent with our salaries because we recognise that salary secrecy is a discriminatory practice that perpetuates pay gaps—hitting women and candidates from minority groups the hardest.

We will champion Equal Pay Policies & Transparency by doing the following:

- Publish salary ranges for job postings to reduce the risk of gender-based pay negotiations leading to disparities.
- Encourage open discussions on pay to foster transparency and trust.

Bias-Free Recruitment & Promotion Processes, meaning we

- Use structured interviews and consistent assessment criteria to ensure fair hiring decisions.
- Ensure women have equal access to leadership training and career progression opportunities.

We continue to support Flexible Working and improve our Family policies including:

- Promote flexible working arrangements (e.g., remote work, part-time roles) to support parents and caregivers.
- Ensure equal parental leave policies to reduce career interruptions for women.
- Enhanced maternity pay

We are offering support for women going through the menopause, as well as regular health and well-being campaigns to demonstrate our culture as a caring employer who puts the needs of our employees first.

We believe that these practices will positively impact our Gender Pay Gap, although we are aware this remains a long-term initiative and we expect to see that reduction occur over the next five years

Signed

A handwritten signature in blue ink, appearing to read 'Anne Lightowler', with a horizontal line underneath.

Anne Lightowler
Director of Employee Experience