



Gender Pay Gap Reporting

Republic of Ireland

DECEMBER 2023

(expleo)

Agenda

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Foreword



At Expleo Technology Ireland, we recognise the strength that comes from having a diverse workforce and the positive values it contributes to creative and innovative thinking that ultimately enhances the service we provide to our clients.

This year our mean gender pay gap is 14.8%, which is a decrease of 0.5 percentage points from the previous reporting period. Additionally, our median gender pay gap is 12.5%, which is a decrease of 2.8 percentage points from the previous reporting period. The reduction in both the mean and median gender pay gap is reflective of our efforts to continue closing the gap by developing and increasing the number of females in our workforce, at all levels, and across all disciplines of our business.

We acknowledge more work is required to build a workplace where diversity and inclusion are embedded in all aspects of our operations. We also recognise that creating meaningful change takes time and this is a long-term commitment for our Company and our senior management team. As an organisation, we will continue to review and address insights from the report to ensure we continue making progress towards eliminating the gender pay gap.



Phil Codd

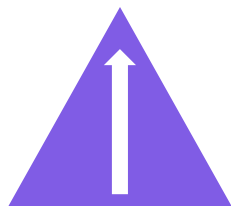
Managing Director, Expleo Technology Ireland

Introduction to Gender Pay Gap Reporting

Gender Pay Gap v. Equal Pay

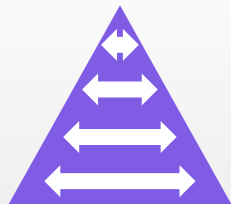
- The gender pay gap is not the same as equal pay. As an employer, it is our legal obligation to give equal pay for equal work. At Expleo, we regularly review and evaluate our pay practices to ensure all our employees are paid fairly, regardless of their gender.

Gender Pay Gap



Gender pay gap is the difference between what males and females are paid at all levels. This is measured by calculating the average earnings of both genders.

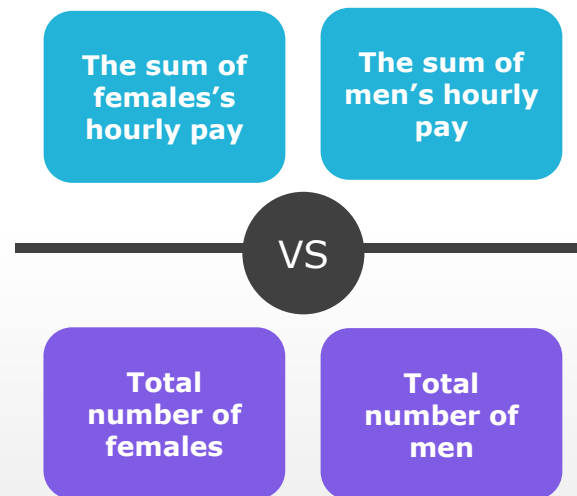
Equal Pay



Equal pay measures whether males and females are being paid equally for similar work, qualifications, and experience.

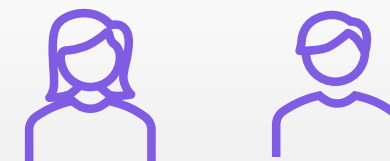
Calculation

- The gender pay gap is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.
- The gender pay gap refers to the difference between what is earned, on average by males and females, based on average hourly earnings of all Expleo Ireland employees.



Reminder of the legislative requirements

- In line with the Gender Pay Gap Information Act 2021, employers of over 250 employees are required to report their gender pay gap annually, and the measures that are being taken to eliminate or reduce the gap.
- This report is based on legal gender. We acknowledge that our people may identify differently.
- Employers are asked to select a 'snapshot' date in the month of June 2023. Reporting will be based on the employees they have on this date.
- Our snapshot date was 30 June 2023.



Introduction to Gender Pay Gap Reporting (cont'd)

Key Metrics

Under the legislation, employers are required to report on the gender differences in respect of the:

- Mean and median hourly pay for full time, part-time and temporary employees
- Mean and median bonus pay
- Percentage of employees who have received a bonus and/or a benefit in kind
- Number of males and females across four quartile pay bands

**Pay relevant employees include all Full Time, Temporary and Part Time employees who were employed at Expleo Technology Ireland within the 12-month period immediately preceding and including the snapshot date of 30 June 2023.*

Headcount @ 30 June 2023

519

*Pay Relevant Employees

348

Males

171

Females

Key Metrics used in the reporting



The Mean Pay Gap:

The mean metric illustrates the percentage gap difference in the salaries (including bonus payments) of males and females in our organisation, based on standard hourly rates of pay.



The Median Pay Gap:

The median metric illustrates the percentage gap difference in the salaries (including bonus payments) of males and females based on standard hourly rates of pay, when values are ranged from highest to lowest and are then compared by the middle value.



The Quartiles:

The employer must group employees into quartile pay bands, to create a ranking of employees based on their hourly remuneration from lowest to highest, with Quartile 1 including the lowest paid 25% of employees (the lower quartile) and Quartile 4 covering the highest paid 25% of employees (the upper quartile).



Bonus:

Average bonus earned in the previous 12 months – this includes bonus payments in the form of money and vouchers and relate to productivity, performance, incentive or commission.



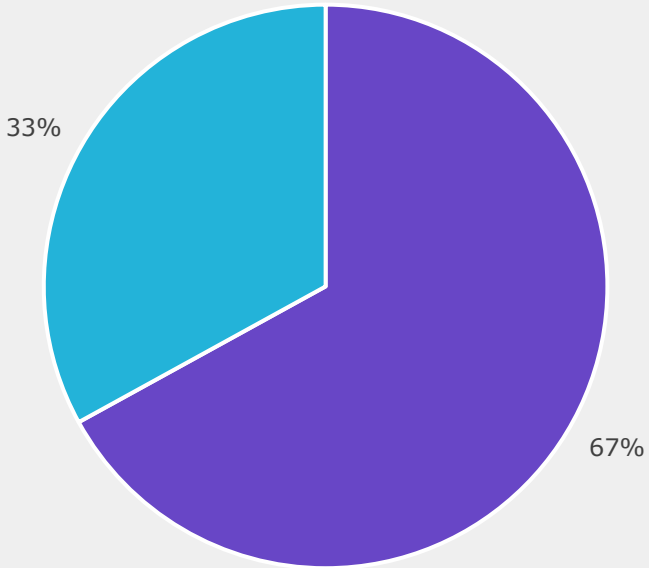
Benefit-In-Kind:

Includes any non-cash benefit of monetary value provided to an employee – such as income protection, death in service, employee assistance programme, health and dental insurance.

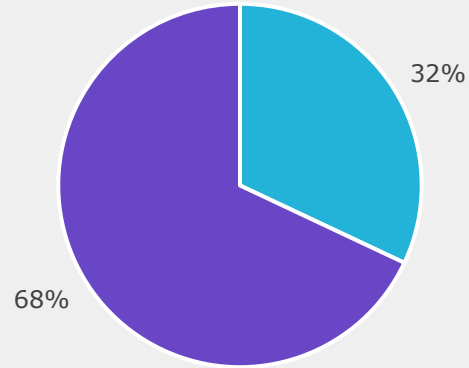


Total Employment in Expleo Technology Ireland

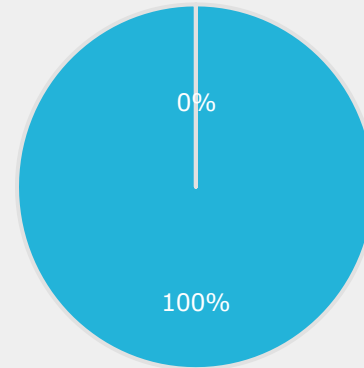
● Males
● Females



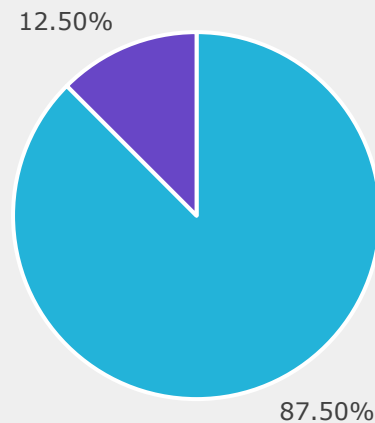
All employees:
 519 Total
 348 Males | 171 Females



Permanent, full-time employees:
 510 Total
 347 Males | 164 Females



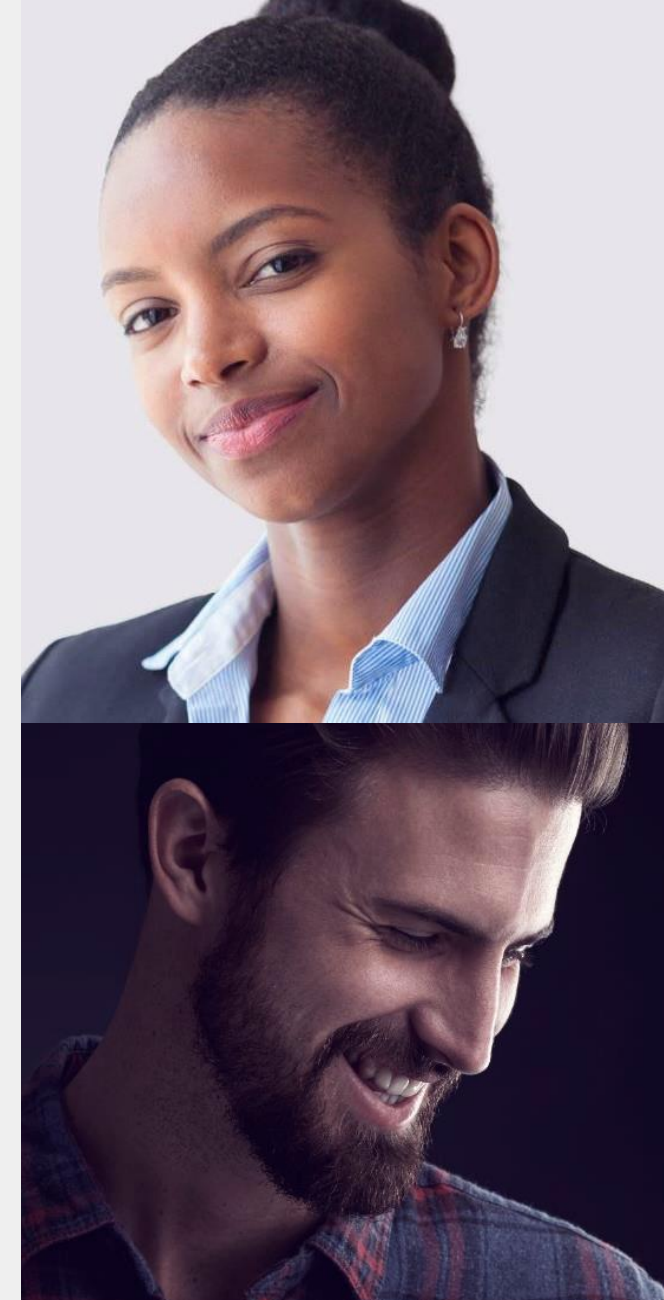
Permanent, part-time employees:
 1 Total
 0 Males | 1 Females



Temporary, full-time employees:
 8 Total
 1 Males | 7 Females

We had no temporary, part-time employees on the snapshot date

Data pertains to all Full-Time, Temporary and Part-Time employees who were employed at Expleo Technology Ireland within the 12-month period immediately preceding and including the snapshot date of 30 June 2023.



Our Gender Pay Gap Figures 2023

Mean and median pay and bonus gap		
	Mean	Median
Year	2023	2023
Gender Pay Gap	14.8%	12.5%
Bonus Pay Gap	33.3%	48.9%

Hourly pay		
	Gap 2022	Gap 2023
Mean, full time emps	15.3%	14.8%
Median, full time emps	15.3%	12.5%
Mean, temporary emps	-16.9%	-107.6%
Median, temporary emps	-3.4%	-55.5%
Mean, part time emps	n/a	n/a
Median, part time emps	n/a	n/a

Proportion of employees receiving a bonus	
Male	Female
17.9%	11.7%

Proportion of employees receiving benefit in kind	
Male	Female
100%	100%

Quartiles		
	Male	Female
Lower	57.7%	42.3%
Lower Middle	62.3%	37.7%
Upper Middle	63.0%	37.0%
Upper	85.3%	14.7%



Our Analysis of the Gender Pay Gap

Full Time Gender Pay Gap

Our gender pay gap is driven by the unequal distribution of males and females within our workforce. We have a majority male workforce and our senior management roles have a majority male representation. It is also the result of certain business areas being traditionally male dominated and commanding higher paid salaries in the labour market (e.g.; Engineering, Development, Sales).

However, we continue to make progress and have attracted more females into the organisation. In 2023, 41% of new hires were female with a strong representation across all job groupings, in comparison to 37% in 2022. As a result of the increase in female new hires and the retention of existing female employees, our male to female ratio has increased from 70% male v 30% female from 30 June 2022, to 67% male v 33% female as of 30 June 2023.

Temporary Employee Gender Pay Gap

We had 8 temporary employees in the organisation, at the time of the snapshot on 30 June 2023.

7 out of 8 employees were female, and the only male was in the lower quartile. Therefore, the gender pay gap figures are more favourable to females in this grouping.

None of the temporary employees were in receipt of a bonus.

Part-time Employee Gender Pay Gap

Gender Pay Gap can only be calculated when there is at least one female and one male working part time in the organisation on the snapshot date.

We had 1 part-time employee in the organisation at the time, therefore there is no data to report.

Bonus Gender Pay Gap

Our bonus gender pay gap reflects the majority representation of males at the most senior level in the organisation (distribution of upper quartile – 85.3% male vs 14.7% female), where variable bonus pay incentives apply.

Benefit-in-Kind (BIK) Gender Pay Gap

All Expleo Technology Ireland employees are entitled to receive benefits-in-kind.

Non-taxable benefits include life assurance, group income protection, employee assistance programme and VDU eye tests, which all employees receive from their first day of employment.

Taxable benefits include private health insurance and dental insurance, which all employees are eligible to opt into from their first day of employment.



External factors affecting the gender pay gap in Expleo Technology Ireland

Higher Education:

The Higher Education Authority (HEA) notes that, of those entering Higher Education, 43% of males study STEM, compared to only 19% of females (a difference of 24 percentage points). The number of STEM graduates directly affects the number of females available to hire in the STEM labour market. Outreach programmes, such as Expleo Connects (see next slide), are instrumental to attracting more female to the sector by debunking the misconceptions of what a career in STEM entails.

Labour Market:

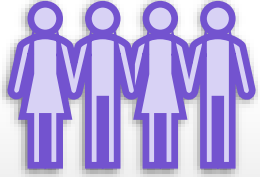
According to STEM females Ireland, females make up 26% of the STEM workforce in Ireland. Consequently, and similar to our competitors, we have challenges recruiting and engaging females into employment across certain business areas. As an employer, we recognise this imbalance and through our Graduate Programme, we hire females from diverse educational backgrounds and provide the necessary training to bridge the knowledge and skills gap.

Impact of Parenthood:

According to CSO data, the employment rate for females was 63.7% in 2019, a rate that varied from 88.1% for females with no children, to 66.8% for females whose youngest child was aged between 4 and 5 years of age. The rate for males stayed almost the same regardless of children, ranging between 91.5% for males with no children, to 92.7% for males whose youngest child was aged between 4 and 5 years of age. As an employer, we recognise this imbalance and offer targeted lifecycle supports in a bid to attract and retain our female talent during all stages of parenthood (see next slide).



Our Approach to Closing the Gender Pay Gap



Inclusive Culture

We continue to invest in our Diversity & Inclusion programme this year as follows:

- We have built upon the Bronze Accreditation received from the Irish Centre for Diversity in 2022, by attaining the Silver Investors Mark in 2023.
- We were recognised as Certified Pride Partners by Dublin Pride.
- All employees completed the newly launched mandatory training, Dignity at Work. The training focused on raising awareness of bullying and harassment in the workplace, identifying bullying behaviour and how to report complaints.



Compensation Review

This year we participated in Willis Towers Watson's annual salary benchmarking survey.

The report received distils data and insights from the largest salary database in Ireland on compensation management.

The data will be used to ensure we offer all candidates fair and competitive salaries, in line with the market.

We will also use the data as part of a targeted salary review process at year-end, to ensure the equitable allocation of salary increases.



Focused Female Hiring

We ensure recruitment opportunities are open and attractive to all, through the ongoing review and use of universal language in our job advertisements and by holding awareness training to reduce any unintended bias.

Our teams are also diversifying the pipeline of new talent via our outreach programme, Expleo Connects. As part of this programme, Expleo representatives visit secondary schools and universities to provide interview training, coaching and CV libraries while debunking the misconceptions of what a career in technology entails.

Moreover, we're investing in long-term strategic partnerships with Women Returners and FIT Ireland to hire candidates who have taken unconventional career paths and/or are from underrepresented backgrounds.

Our Approach to Closing the Gender Pay Gap (cont'd)

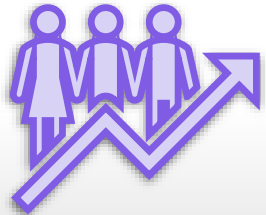


Lifecycle Support

At Expleo, we have comprehensive policies that enable all employees to fulfil family commitments, including enhanced Parent's Leave, Maternity Leave, Adoption Leave and Paternity Leave.

Additionally, we continuously review our policies and procedures to enhance the support provided to females through various life stages, to remove potential barriers and ensure the workplace remains accessible. This year we introduced our Maternity Returner's Programme and Menopause Leave.

Lastly, we continue to partner with our clients to ensure our hybrid working model delivers for both our employees and the business. We believe our flexible working practices enable greater diversity and inclusion for all employees, by providing them with work-life balance.



Development & Growth Opportunities

This year, all employees in the Global Grades 3 and 4, were enrolled in our bespoke Management Development Programme, which included access to a 6-week coaching programme. Additionally, all our Global Grade 5 employees were enrolled in our Leadership Development Programme, which focused on developing the core skills required from our senior managers.

We also continue to focus on the adoption and uptake in our internal mentoring programme, A Bolder You. The programme aims to ensure more networking and knowledge sharing opportunities are created and encouraged at all levels of the business.

The above initiatives will support the growth and development of females within our organisation, thus creating more opportunities for career progression.



Succession Planning

When determining successors for key roles in the organisation, employees with the most suitable skills and aptitude for the role will be considered irrespective of gender.

We also provide greater transparency around our promotion process, and in recent years implemented a robust performance appeals process for any employee who wishes to further understand the rationale behind their year-end performance review outcome.

We believe these measures help us make better decisions and provide employees the confidence in knowing we are committed to fairness, transparency and accountability.

Thank you

