



**What is a gender pay gap?**

The gender pay gap represents the average difference in pay between male and female employees within an organisation. In Ireland, current regulations require all employers with a headcount of 150 or more to publish their gender pay gap figures by law.

**Moore Ireland  
Mean Pay Gap**

**41.6%**

**Moore Ireland  
Median Pay Gap**

**31.83%**

**Pay Quartile**

This shows the proportion of males and females in each pay quartile. Each quartile is made up of, on average, 53 employees.

| Quartile     | Male Median Hourly Rate | Female Median Hourly Rate | % Difference |
|--------------|-------------------------|---------------------------|--------------|
| Lower        | €14.24                  | €14.24                    | 0%           |
| Lower Middle | €20.48                  | €22.12                    | -8%          |
| Upper Middle | €31.83                  | €32.49                    | -2.1%        |
| Upper        | €68.44                  | €46.68                    | 31.8%        |

**What does this mean?**

Whilst we acknowledge that our gender pay is higher than we would like, this is something that we are actively working to improve. The breakdown on quartiles has shown that across the majority of levels, pay parity is present. However, there is still improvement required within the upper quartile.

We have found that any gender pay gap present at Moore Ireland is influenced by the different roles held by males and females across the business. However, all roles are paid in line with the appropriate market rate. We continue to review pay and benefits regularly against market data to ensure transparency, consistency and equity for all.

**Next Steps**

We have a clear policy of paying employees equally for the same or equivalent work, regardless of gender or any other protected characteristic.

To ensure we uphold this principle, we will:

- Carry out regular reviews of pay and benefits; and
- Evaluate job roles and pay grades to ensure fairness and consistency.

At Moore Ireland we are committed to building a workplace where every individual is treated with respect and has an equal opportunity to succeed. We value the unique contributions of all employees and are dedicated to fostering an inclusive culture where everyone can thrive.