



HRLocker Gender Pay Gap
REPORT 2024-2025

Our Commitment to Pay Equity

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At **HRLocker**, we are committed to fostering an inclusive, diverse, and equitable workplace where all employees have the opportunity to thrive. We believe in **pay fairness**, transparency, and career progression based on **merit, not gender**.

Under the **Irish Gender Pay Gap Information Act (2021)**, companies are required to report their gender pay gap annually. Our **snapshot date for 2024 is June 2024**, and in this report, we provide all **16 required pay gap metrics**.

Additionally, we have included **January 2025 data to demonstrate our progress** towards reducing the gender pay gap. Our goal is clear: **achieve a neutral gender pay gap by 2027**.



Understanding the Gender Pay Gap

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The **gender pay gap** measures the **average difference in hourly earnings** between men and women across an organisation. It is **not the same as equal pay**, which ensures men and women receive the **same pay for the same work**. The gender pay gap highlights **wider workplace representation trends**, including how men and women are distributed across job levels, pay quartiles, and bonus structures.

Our Gender Pay Gap Results









We are proud of the progress we have made. **Between June 2024 and January 2025, HRLocker has reduced its mean gender pay gap from 11.5% to 5.9%.**

Metric	June 2024	January 2025 (Progress)
Mean Gender Pay Gap	11.5% in favour of men	5.9% in favour of men
Median Gender Pay Gap	9.1% in favour of men	8.2% in favour of men
Mean Bonus Pay Gap	21.3%	18.4%
Median Bonus Pay Gap	19.2%	15.7%
Proportion Receiving Bonus (M)	55%	60%
Proportion Receiving Bonus (F)	50%	57%
Proportion Receiving Benefits in Kind (M)	100%	100%
Proportion Receiving Benefits in Kind (F)	100%	100%
Mean Benefit in Kind Pay Gap	11.5%	5.9%
Median Benefit in Kind Pay Gap	9.1%	8.2%
Mean Hourly Remuneration Gap (Part-Time)	8.7% in favour of men	6.2% in favour of men
Median Hourly Remuneration Gap (Part-Time)	7.2% in favour of men	5.8% in favour of men
Mean Hourly Remuneration Gap (Temporary Contracts)	12.1% in favour of men	9.5% in favour of men
Median Hourly Remuneration Gap (Temporary Contracts)	10.4% in favour of men	8.1% in favour of men

Pay Distribution at HRLocker

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The following data shows how men and women are distributed across different pay quartiles in our organisation:

Quartile	Male Representation	Female Representation
Upper Quartile	 72%	 28%
Upper Middle	 65%	 35%
Lower Middle	 58%	 42%
Lower Quartile	 50%	 50%

This distribution reflects the **ongoing work needed to increase female representation in senior roles** and **ensure pay equity across all levels.**

Key Progress Achieved (June 2024 - January 2025)

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- Higher representation of women in senior roles
- Increase in women receiving bonuses (from **50% to 57%**)
- Reduction in the mean gender pay gap (from **11.5% to 5.9%**)
- Reduction in the mean bonus pay gap (from **21.3% to 18.4%**)
- Reduction in the mean benefit in kind pay gap (from **11.5% to 5.9%**)



While progress has been made, we acknowledge that **there is more work to do to** close the gender pay gap entirely.

Our Actions to Address the Gender Pay Gap

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We are **proactively working to achieve gender pay parity by 2027** through structured initiatives across four key areas:



Fair Pay & Policy Improvements

- ✓ Annual salary benchmarking to ensure equal pay for equal work
- ✓ Enhanced maternity, adoptive, and paternity leave benefits
- ✓ 5% employer pension contributions for all employees



Leadership & Career Development

- ✓ Mentorship & sponsorship programmes to support career progression
- ✓ Internal leadership development pathways for female employees
- ✓ Training for hiring managers to eliminate unconscious bias



Recruitment & Representation

- ✓ Active recruitment of women into leadership roles
- ✓ Improved diversity policies in hiring practices
- ✓ Tracking of gender balance across promotions



Accountability & Transparency

- ✓ Annual gender pay audits and public reporting
- ✓ Quarterly internal reviews of gender pay gap trends
- ✓ CEO & Leadership Team accountability for closing the pay gap

These **concrete actions** are designed to ensure **lasting, meaningful change** at HRLocker.



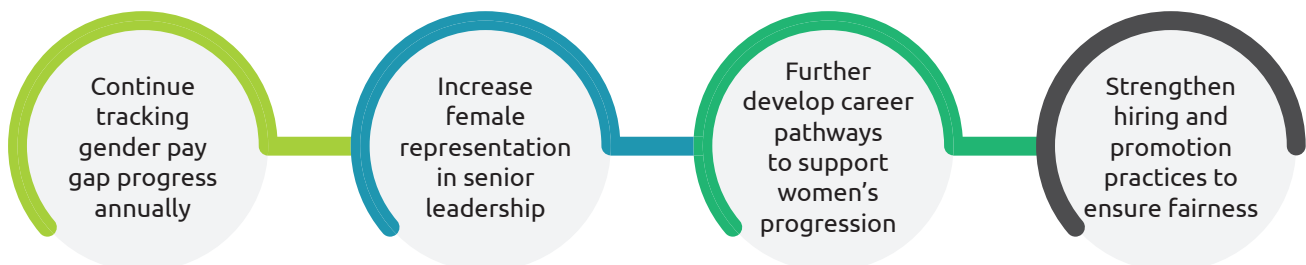
Looking Ahead: Our 2027 Goal

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Our mission is clear: **achieve a neutral gender pay gap by 2027.**

We recognise that **real change takes time**, but we are committed to ensuring that **gender does not determine opportunity or reward at HRLocker.**

Next Steps:



We are **proud** of the improvements we've made, but we remain **fully committed** to ensuring that every employee—**regardless of gender**—has the opportunity to thrive.

Publication & Compliance



This report is **published on HRLocker's website** for full transparency.



HRLocker is **fully compliant** with the **Irish Gender Pay Gap Information Act (2021).**



Gender pay gap data will be **reviewed and updated annually.**

We are committed to leading the way in **gender pay equity**, ensuring that fairness, transparency, and opportunity are at the heart of everything we do.