



Amtivo in Ireland **Gender Pay Gap Report 2025**

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Foreword from the **Group People Director**

This year marks an important milestone for Amtivo in Ireland, as we publish our first Gender Pay Gap Report since the Irish reporting requirements were updated. Meeting these new requirements is more than a compliance exercise for us - it reflects our commitment to transparency, fairness and building a workplace where every colleague can thrive.

The results in this report show a gender pay gap that is structural in nature, not a reflection of unequal pay for equal work. At Amtivo in Ireland, men and women are paid equitably for the same roles. The gap arises from how our workforce is currently distributed, with women more represented in lower-paid roles and men more prevalent in higher-paid and leadership positions.

This distinction matters. It tells us that the challenge ahead is fundamentally about opportunity: ensuring that progression pathways, development, and access to senior roles are open, visible and achievable for everyone. Reducing the gap requires long-term focus, consistency and a clear understanding of where representation needs to change.

Over the past year, we have strengthened our recruitment and progression processes, broadened development pathways, and increased transparency around pay and reward. We are also committed to ensuring that flexible or part-time working - which is vital for many colleagues - does not create barriers to advancement.

Our ambition is straightforward: a future where gender does not influence pay, progression, or opportunity within Amtivo in Ireland. Achieving this will take time, but we are fully committed to the journey ahead and to reporting our progress each year.

Thank you to all our colleagues across Amtivo in Ireland who contribute to our culture, our success and our ongoing commitment to equity.

Gabby Smith
Group People Director
Amtivo Group



Our commitment to **fairness and opportunity**

At Amtivo in Ireland, we are committed to creating a fair, transparent and inclusive workplace.

This report outlines our gender pay position and the steps we are taking to narrow the gap over time.

It is important to reinforce two key points:

- 1. This report reflects the results for Amtivo in Ireland only.**
- 2. The gender pay gap does not arise from unequal pay for the same work.**

Our pay structures ensure that men and women performing the same role, at the same level, are paid equitably. The gap reflects the distribution of men and women across different roles and levels within the organisation.



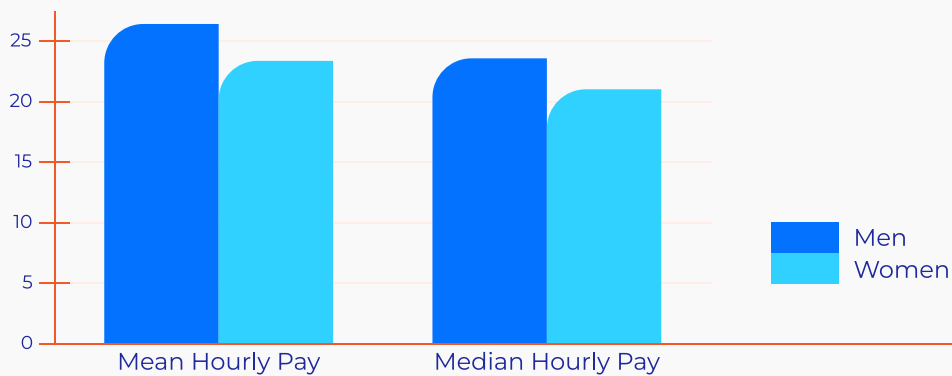
Amtivo in Ireland (2025)

Gender Pay Gap Results

Hourly Pay

Mean hourly gender pay gap: 11.54% (Men: €26.42 | Women: €23.37)

Median hourly gender pay gap: 10.86% (Men: €23.58 | Women: €21.02)

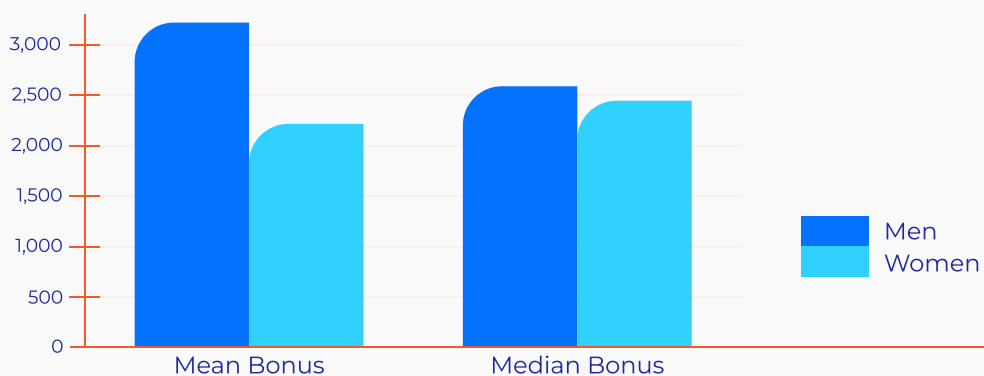


Bonus Pay

Mean gender bonus gap: 53.91% (Men: €3,220.91 | Women: €2,216.13)

Median gender bonus gap: 5.55% (Men: €2,589.45 | Women: €2,445.53)

Proportion receiving a bonus: Men: 92.86% | Women: 78.95%



Benefits in Kind (BIK)

Men receiving BIK: 17.86% | Women receiving BIK: 10.53%

Pay Quartiles

Lower Quartile: 7 men | 16 women

Lower-Middle Quartile: 11 men | 11 women

Upper-Middle Quartile: 11 men | 11 women

Upper Quartile: 12 men | 9 women

What drives the gender pay gap at Amtivo in Ireland

Our analysis shows that the gender pay gap is driven by the structure of the workforce, not by unequal pay for equal work.

Key factors include:

Representation patterns:

Women are more represented in lower-pay quartiles, while men hold more senior and higher-paying roles.

Bonus structure:

Bonuses are set as a fixed percentage of salary, so higher-paid roles (where men are more represented) lead to higher average bonus amounts.

Benefits in Kind (BIK):

Eligibility is based on job role. More men currently hold roles with BIK entitlement, influencing overall reward figures.



Our actions to **reduce the gap**

Amtivo in Ireland has already taken several important steps to strengthen fairness in recruitment, improve transparency in progression and support long term development. These actions reflect our commitment to reducing the structural factors behind our gender pay gap.

1. Fair and inclusive recruitment

We have enhanced our recruitment practices to minimise bias and widen access to opportunities. This includes:

- Introducing **non-gendered job descriptions and job advertisements** to ensure neutral and inclusive language.
- Implementing **anonymised hiring** during early screening, removing identifiers such as name and gender to reduce unconscious bias.
- Using **balanced shortlists** for senior and technical roles wherever possible.
- Applying **consistent capability-based selection criteria**, ensuring decisions focus on skills and potential.
- Benchmarking all salary offers against reliable **market data** to ensure fairness and alignment across roles.

2. Strengthening Progression Pathways

To support more equitable advancement, we have:

- Clarified progression pathways and expectations for our technical delivery roles, giving colleagues greater visibility of the steps needed to advance.
- Ensured colleagues working **flexibly or part-time** have the same access to progression, training and development as full-time colleagues

3. Long-Term Career Development

We are building a stronger foundation for sustained development at all stages of the employee journey by:

- Reviewing **role and pathway design** to ensure progression remains accessible regardless of working pattern or flexibility needs.
- Introducing **regular monitoring of representation** at key career stages to help us identify and address any emerging gaps earlier.

Our long-term **commitment**

We want Amtivo in Ireland to be an organisation where:

- Gender does not influence pay, progression or opportunity.
- Senior roles are accessible to all colleagues based on capability and contribution.
- Reward structures are transparent, fair and well understood.
- Representation becomes increasingly balanced at all levels of the organisation.

We will continue to report annually, track our progress and hold ourselves accountable for making meaningful, sustained improvements to our gender pay gap.

Glossary of **Terms**

Gender Pay Gap

The difference in average pay between men and women across an organisation, expressed as a percentage.

Mean Pay Gap

The percentage difference between the average hourly pay of men and the average hourly pay of women.

Median Pay Gap

The percentage difference between the middle hourly pay value for men and the middle hourly pay value for women.

Bonus Gap

The percentage difference in average bonus payments between men and women.

Benefits in Kind (BIK)

Non-cash benefits provided to employees, such as company cars or allowances, which form part of total reward.

Quartiles

Four equal groups of employees ordered by hourly pay, used to show the distribution of men and women across pay levels.

Equal Pay

Men and women being paid the same for performing the same work or work of equal value. This is distinct from the gender pay gap.



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