

A person with short dark hair and glasses, wearing a dark leather jacket, is seen from the back, looking out over a city skyline at sunset. The sun is low on the horizon, creating a warm orange glow and lens flare effects. The city skyline includes several tall buildings, with one prominent skyscraper on the left. The overall mood is contemplative and forward-looking.

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# Data- driven performance

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**FDTechnologies**

Pay Gap Report Ireland 2022



## 2022 GENDER PAYGAP IRELAND REPORT

The success of FD Technologies has been built on bringing together high-performing talent from across the globe. Inclusiveness and diversity are at the heart of our culture, and we are proud that our people come from diverse backgrounds and cultures, creating a vibrant working environment that encourages new ideas and fresh thinking.

In this report we publish our Ireland Gender Pay Gap figures for 2022. The report reveals that we have a mean gender pay gap of 6.62% and median pay gap of 8.65%. The data also reveals that we have a 32.99% bonus mean pay gap. There are a number of factors which are giving rise to the gaps identified, including the restructuring of our bonus scheme and the transition of our business into three business units, namely First Derivative, KX and MRP. Across each of these business units, we have a lower number of women in senior positions.



Catherine Harrison - HR Director

We are committed to closing the gap and we have a broad action plan which includes enhancing all marketing and recruitment processes to attract more women to join our team, providing all types of flexibility for all employees, enhancing our pay review process and continuing to invest in leadership programmes to support women as they transition into senior roles.

We realise we have work to do but we are on a pathway to build a more diverse, inclusive and representative team and create a pipeline of female talent for the future.



# Results Summary

## Mean and Median Figures

The table below shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (30 June 2022). It also captures the mean and median difference between bonuses paid to men and women, as well as the mean and median difference for part-time and temp workers at FD Technologies PLC.

	Mean Pay Gap	Median Pay Gap
Hourly fixed pay	6.62%	8.65%
Bonus Paid	32.99%	1.75%
Part-time workers	- 49.47%	- 49.47%
Temporary workers	0%	0%

- A mean gap is a calculation of the difference in average pay or bonus of a person in one group in our organisation versus the average pay/bonus of a person in a comparator group, regardless of the role held within our organisation.
- A median gap is a calculation of the relevant pay/bonus gap based on the reward of the individual in the exact midpoint between the lowest and highest-paid person in one group in the organisation versus the equivalent person in the comparator group.

## Quartile Split

(330 Male and 102 Female)

330 Male

102 Female

	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile	Total
Headcount	108	108	108	108	432
% of Males	75.93	83.33	67.59	78.7	76.39
% of Females	24.07	16.67	32.41	21.3	23.61
Gap	4.87	1.19	-0.67	0.06	
%	8.9	4.07	-3.75	0.48	

- Quartiles are calculated by ranking the pay for each employee from lowest to highest. This list is then divided into four equal sized groups of one group and the comparator group.

## Bonus Breakdown

The proportion of men and women receiving a bonus in the Financial Year is as follows:

Proportion of men receiving a bonus	- 7.88%
Proportion of women receiving a bonus	- 6.86%
Bonus Mean Pay gap	- 32%

## Breakdown of Benefits in kind received

% of  
Males  
62.73

% of  
Females  
65.69

# Closing the gender pay gap

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We are committed to closing the gap and our plan for 2023 is to progress our gender pay gap action plan, with a focus on attracting and retaining female employees.

To date, we have delivered a number of key initiatives including, enhanced paid maternity leave, the roll-out of unconscious bias training for the recruitment and people teams, and the restructure of our bonus scheme. Our Women's network is strong, and we continue to support female progression through internal and external mentoring schemes and leadership programmes. We have attained a silver standard accreditation for diversity and in 2023, our aim is to receive gold.



**Fiona McGilly** – Head of HR Operations

As we strive to attract and retain more women in the business, we recognise challenges remain. We have an action plan in place, and we are committed to delivering upon it so we can realise our equality and inclusion ambitions.

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## Action Plan 2022–2023

- Targeted recruitment process to attract women
- Enhance pay review processes
- Continue unconscious bias training for hiring managers
- Embed women's mentoring programmes (STRIVE and IMPACT)
- Evolve aspiring leader's programme
- Formalise Hybrid working model
- Seek external accreditation for gender diversity
- Enhance promotion processes with a gender focus
- Use Engagement survey data to inform business decisions



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