

IRELAND GENDER PAY GAP REPORT 2025

Executive Summary

2025 is the first year Fragomen Ireland is reporting on the Gender Pay Gap (GPG).

At Fragomen, our commitment to gender equality is unwavering. We pride ourselves on creating an environment where everyone can flourish.

This report marks our first publication under the Gender Pay Gap Information Act 2021. We have chosen a snapshot date of 30 June 2025. On that date, our total workforce comprised 91 employees, of whom 75.8% were female and 23% were male.

We acknowledge that current legislation requires employers to report GPG data within a binary framework. At Fragomen, we are committed to fostering an inclusive environment that respects and welcomes all gender identities. Where employees have self-identified as non-binary or chosen not to disclose their gender, their pay data, if applicable, has not been included in this report.

This report provides a detailed analysis of our GPG, including pay quartile distribution and the initiatives we have in place to promote equality and prevent future disparities. In our Ireland practice, where more than 70% of our team members are women, we stand as industry leaders in addressing gender pay disparities. Our data shows a 'reverse gap' in favour of female employees, with women earning more than men on average. This is reflective of the fact that a greater proportion of women occupied management roles during the reporting period. While these results differ from typical national trends, they reflect the current structure of our workforce and overall outperform national averages. We remain committed to fairness, transparency and ongoing monitoring to ensure equitable pay and opportunities for all employees.

At Fragomen, pursuing an inclusive culture goes beyond a policy. It's part of our DNA. Our leadership works every day to support an environment where all employees bring their varying backgrounds and perspectives to the workplace to deepen our understanding of our clients' needs, and where our employees have equal opportunities to succeed and grow.

Ángel Bello Cortés

Partner

GENDER PAY GAP – DEFINITIONS

What is the Gender Pay Gap?

The GPG is not the same as unequal pay.

The GPG shows the difference in the average hourly earnings between men and women. It is measured by the mean (the average) and the median (the middle value in the range of hourly earnings) differences between salary and bonuses for men and women.

The GPG is not the same as unequal pay. The Equality Act 2010 gives both women and men the right to equal pay for equal work, or work of equal value. Fragomen is compliant with this Act.

Mean Pay Gap

The mean gender pay gap is the difference between the average hourly earnings of men and the average hourly earnings of women.

Median Pay Gap

The median gender pay gap is based on arranging all the pay amounts in numerical order and selecting the middle amounts.

Quartile Bands

Quartile bands refer to the division of employees into four even segments based on the value of their hourly earnings, and looking at the representation of male and female employees in each segment. This provides insight into gender representation at different levels of the organisation.

Benefit in Kind

Benefit in Kind (BIK) represents benefits that cannot be converted into cash but have a cash value.

GENDER PAY GAP – OUR DATA

Salary, Bonus, BIK and Pay Quartiles

Salary Data:

As of 30 June 2025, our data shows that the mean and median hourly pay gap favoured women:

Pay Gap	All Employees	Temporary Contracts	Part-Time Employees
Mean	-9.44%	0%	N/A
Median	-2.87%	0%	N/A

Bonus Data:

Bonus eligibility at Fragomen is defined by start date and performance. 89% of female employees, and 80% of male employees, received a bonus in the 12-month period ending 30 June 2025.

Pay Gap	All Employees	Temporary Contracts	Part-Time Employees
Mean	3.27%	N/A	N/A
Median	11.76%	N/A	N/A

Benefit in Kind (BIK):

100% of employees, male and female, are receiving benefits in kind.

Pay Quartiles:

The chart below shows the gender representation in each of our pay quartiles:

Quartile	Male	Female
Q1	26%	74%
Q2	32%	68%
Q3	27%	73%
Q4	9%	91%

Understanding the Data:

The ‘reverse gap’ in salaries is primarily driven by higher female representation in management roles and across the workforce in general. The mean and median bonus gap favoured men, largely because male employees are more concentrated within the middle pay quartiles. However, gender representation across pay quartiles highlights a strong female majority at all levels, particularly in the upper quartile where 91% of roles are held by women. The sample size for part-time contracts during the reporting period is insufficient, making the result inconclusive. Partners are excluded from our calculations as they are owners of the business, and there is only one Partner in our Ireland practice. There were no bonus-eligible temporary employees during this reporting period.

ADDRESSING THE GENDER PAY GAP

Initiatives to Address the Gender Pay Gap

Pursuing an inclusive culture goes beyond a policy. It's part of our DNA.

We are committed to creating an environment where all employees have equal opportunities to succeed and grow.

Recruitment Practices

All job adverts are reviewed for gender bias and regular training is conducted with all hiring managers to ensure our recruitment processes are completely free of any bias. Our success rate at promoting internal candidates before recruiting externally remains high, with internal candidates continuing to be our greatest source of recruitment for higher level roles.

Compensation and Performance Reviews

We remain committed to rewarding high performance through salary increases, bonuses and promotion opportunities, ensuring that our compensation structure is both fair and competitive.

17% of our people were promoted in the 2024/2025 annual review process, and of this group, 79% were female. As part of our performance review process, we implemented structured goal-setting training and templates to provide employees with the tools they need to drive their growth, enhance performance and achieve their professional goals in the year ahead.

Encouraging Flexibility

We support our employees in balancing their work patterns between home and the office, with the option to work remotely up to three days per week. We know that this flexibility is integral to accommodating individual needs and promoting a healthy work-life balance.

Support for Working Parents and Family-Focused Initiatives

We offer enhanced maternity and paternity leave, and best in class benefits in this area – including return to work support and mentor programme, comprehensive coaching, personal leave days and a subsidised back-up child and adult care benefit.

Responsible Business Practices (RBP)

Our RBP framework focuses on inclusivity, corporate social responsibility, sustainability, wellbeing and more. Our continued efforts and investment in these spaces enable employees at all levels to shape programmes of activity that engage, educate and elevate our commitment across these areas. On a local level, the Ireland practice has been recognised for these efforts, winning the “WEA Best Place to Work” award at the Workplace Excellence Awards 2024 and “Best Health & Wellbeing Strategy” at the 2024 HR Leadership & Management Awards.

COMMITMENTS AND CONCLUSION

Future Commitments to Closing the Gender Pay Gap

EU Pay Transparency:

Looking ahead, we are actively preparing for compliance with the forthcoming EU Pay Transparency Directive, which will take effect in June 2026. This legislation will introduce enhanced obligations around pay reporting and transparency, including greater employee access to pay information and strengthened requirements for employers to demonstrate fairness in pay structures.

At Fragomen, we view this not simply as a compliance exercise but as an opportunity to deepen our commitment to gender pay equity. By aligning our processes, systems, and reporting practices with the Directive, we aim to further embed transparency, accountability and fairness across all aspects of remuneration. Our proactive preparation ensures that we are ready to meet these obligations while continuing to foster a culture of inclusion and equality, both within our firm and across the wider industry.

Conclusion

We are proud to be industry leaders in female representation, as reflected in the findings of this report. However, we recognise that true equality requires ongoing commitment, and we remain dedicated to continuous improvement in promoting gender equality within our firm and beyond. Our focus is clear: to build an inclusive workplace where all employees, regardless of gender, have equal opportunities to thrive and succeed.