

Gender Pay Gap Report 2025

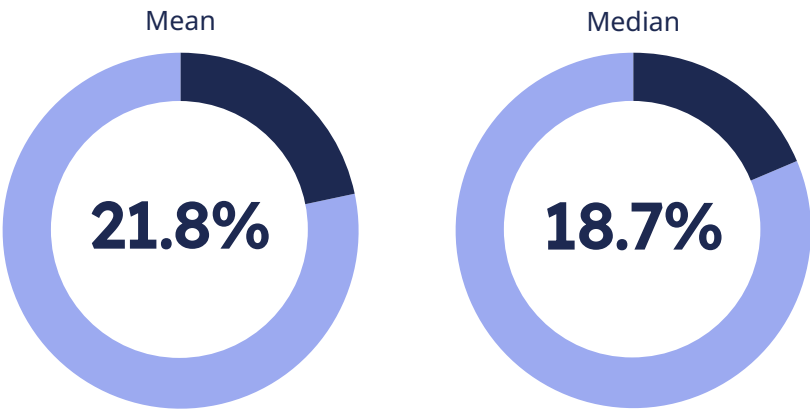


Peninsula Business Services (Ireland) Limited is a member of the Peninsula Group of companies and is the leading provider of HR, employment law and health & safety services in the Republic of Ireland. With over 7,000 clients and 198 staff, Peninsula has a pre-eminent position in the market and takes pride in being an exciting and equitable place to work.

At Peninsula, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect an employee's remuneration. Peninsula is an Equal Pay employer – men and women performing equal work receive equal pay. Peninsula Ireland recognises that it has a gender pay gap which is reflective of the levels of remuneration earned by the field sales team which has a cohort of 18 colleagues, of which c11% are female and c89% are male.

All these elements of salary, commission and bonuses are included in the calculation of the Hourly Pay Gap shown here. The figures in this report are based on the snapshot date 30th June 2025.

2025 Hourly Pay Gap



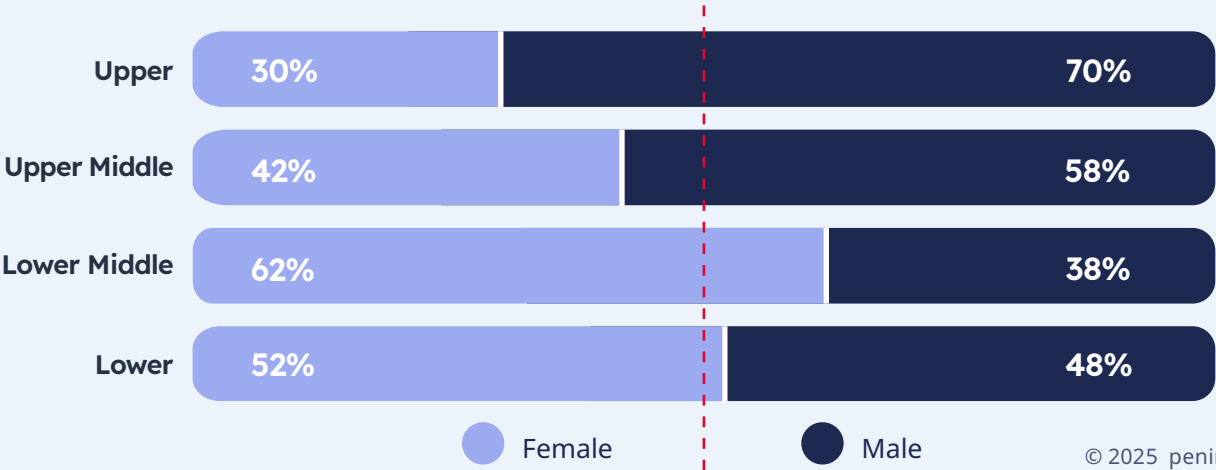
Hourly Pay Quartiles

The proportion of male and female employees are split into quartile bands based on their Hourly Pay. The banding illustrates that there is still a significant gender pay gap in the Upper pay quartile, a result of the large number of males in sales roles.

However, the gap in both the Upper and Middle Upper pay quartiles has reduced from 2024 when Females represented 22% and 27% respectively.

The total number of employees in the company is split c46% female and c54% male.

The employees working in sales roles are split c25% female and c75% male. These roles have the capacity to earn significant levels of commission and it is the predominance of males in these roles than contributes to the overall gender pay gap.

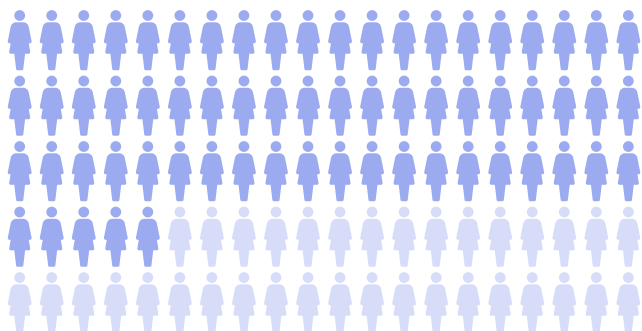


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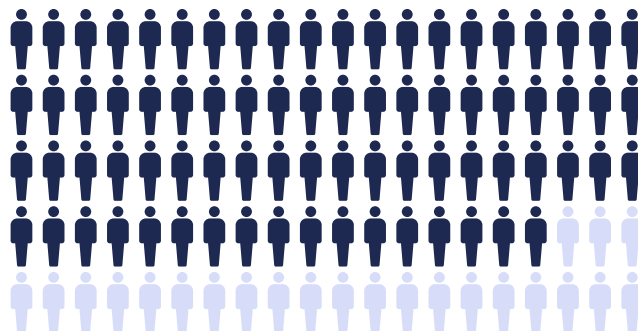
Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men receiving bonus payments is 77% compared with 65% of women due to more men in sales roles receiving sales commission. The proportion receiving BIK is similar for both genders, with 24% of women and 24% of men receiving BIK in the year.

65% of women received bonus



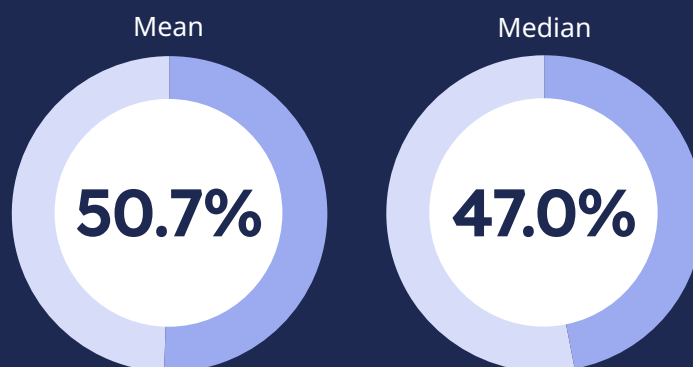
77% of men received bonus



The quantum of the bonuses does vary significantly because the figures are heavily influenced by the inclusion of sales commissions paid to the male dominated field sales team. There is Equal Pay amongst the sales team (and across all the company) with all members paid in accordance with the same commission structure. Some of the most successful performances within the sales team are achieved by women; however, they are a small proportion of the team.

The following shows the difference in the Bonus and Commission Remuneration earned, which is the main driver of the Pay Gap as women make up only 25% of the sales workforce.

2024 Bonus Pay Gap



The proportion of men and women receiving benefit in kind is similar with 24% of women and 24% of men receiving benefit in kind, although the value of the average benefit in kind is higher for the men as it includes company cars for the field sales team, while more women sign up to health insurance.

Benefit in Kind

