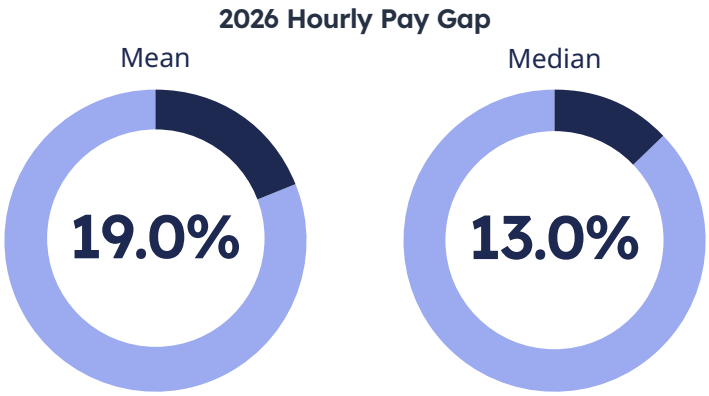
Gender Pay Gap Report 2026

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 202 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 31 colleagues, of which **c23%** are female and **c77%** are male. This is a change from 2025 when **11%** of the Field Sales team was female.

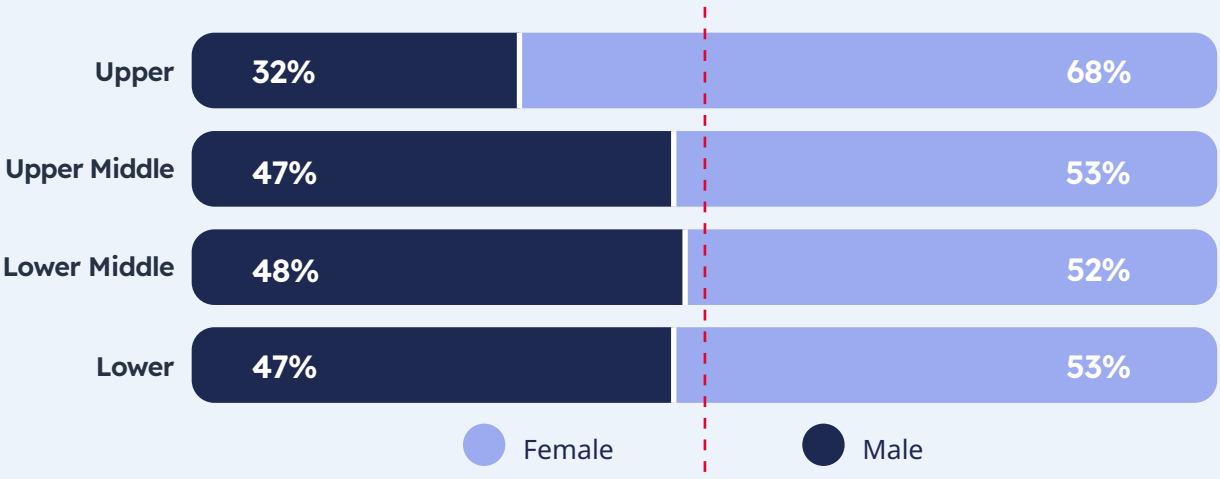
All these elements of salary, commission and bonuses are included in the calculation of the Hourly Pay Gap shown here. The figures in this report are based on the snapshot date 30th June 2026.



The Mean Hourly Pay Gap is **19.0%**, down from **21.8%** in 2025. The Median Hourly Pay Gap is **13.0%**, down from **18.7%** in 2025.

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 a gender pay gap in the upper pay quartile, with **32%** female and **68%** male, a result of the large number of males in sales roles. The other quartiles are more closely aligned with the overall gender split in the company which is **c44%** Female and **c56%** Male. The overall split in 2025 was **c46%** female and **c54%** male.



The employees working in sales roles are split **c35%** female and **c65%** male. These roles have the capacity to earn significant levels of commission and it is the predominance of males in these roles that contributes to the overall gender pay gap. This is a change from 2025 when **c25%** of the sales roles was female.

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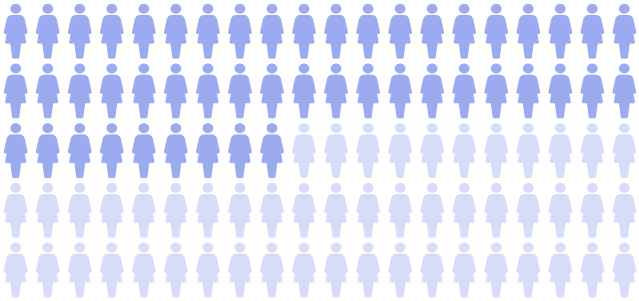
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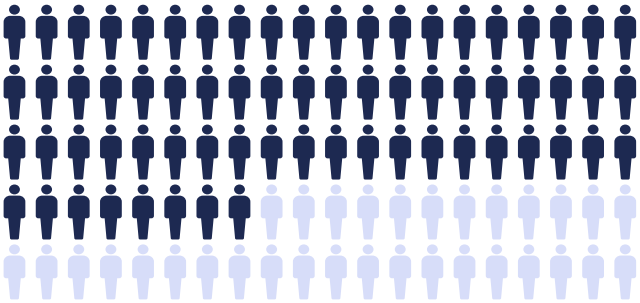
Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men receiving bonus payments is **68%** compared with **49%** of women due to more men in sales roles receiving sales commission.

49% of **women** received bonus

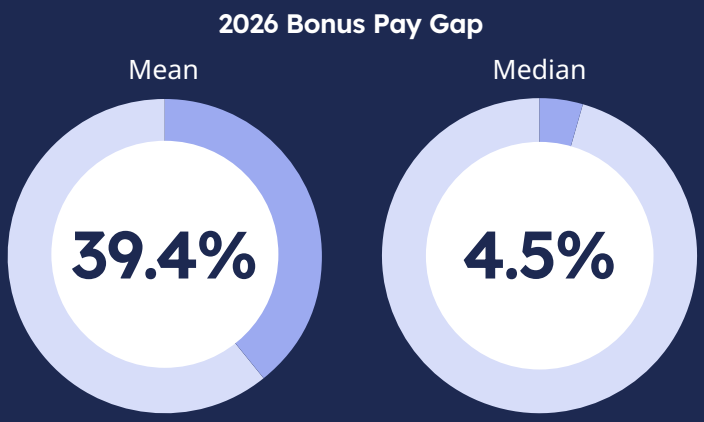


68% of **men** received bonus

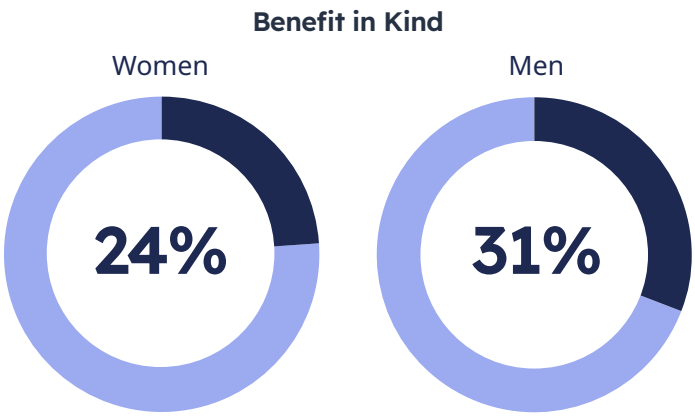


The quantum of the bonuses does vary significantly because the figures are heavily influenced by the inclusion of sales commissions paid to the male dominated field sales team. There is Equal Pay amongst the sales team (and across all the company) with all members paid in accordance with the same commission structure, this was has been independently verified in the WRC during 2026 where Peninsula successfully defended our commission structure and the equitable application of same:
Sales exec loses gender discrimination claim.

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 **35%** of the sales workforce. While the Mean Bonus Pay Gap is driven by some very high sales commissions, the Median Bonus Pay Gap is small as there are a large number of smaller commissions and bonuses earned by both sales and service employees.



The proportion of men receiving benefit in kind is **31%**, compared with **24%** of women as it includes company cars for the field sales team.



I confirm that the data published in this report is accurate.
John Ryan, Finance Director, Peninsula Ireland.

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