

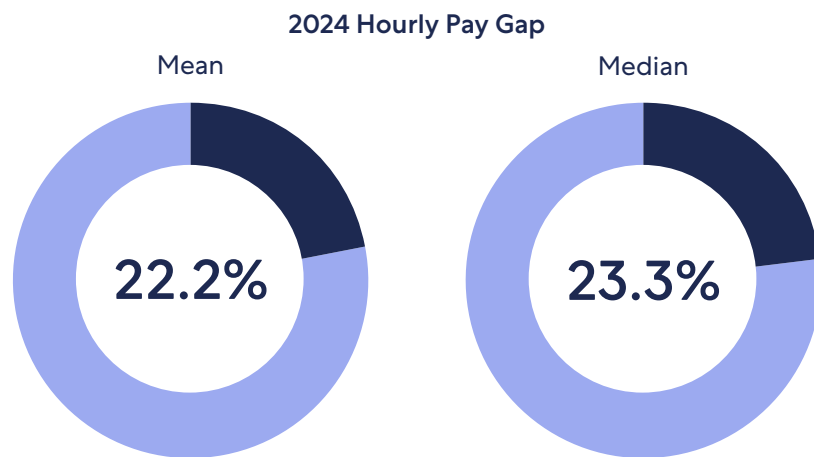
# Gender Pay Gap Report 2024



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 6,500 clients and 180 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 20 colleagues, of which c10% are female and c90% 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 2024.

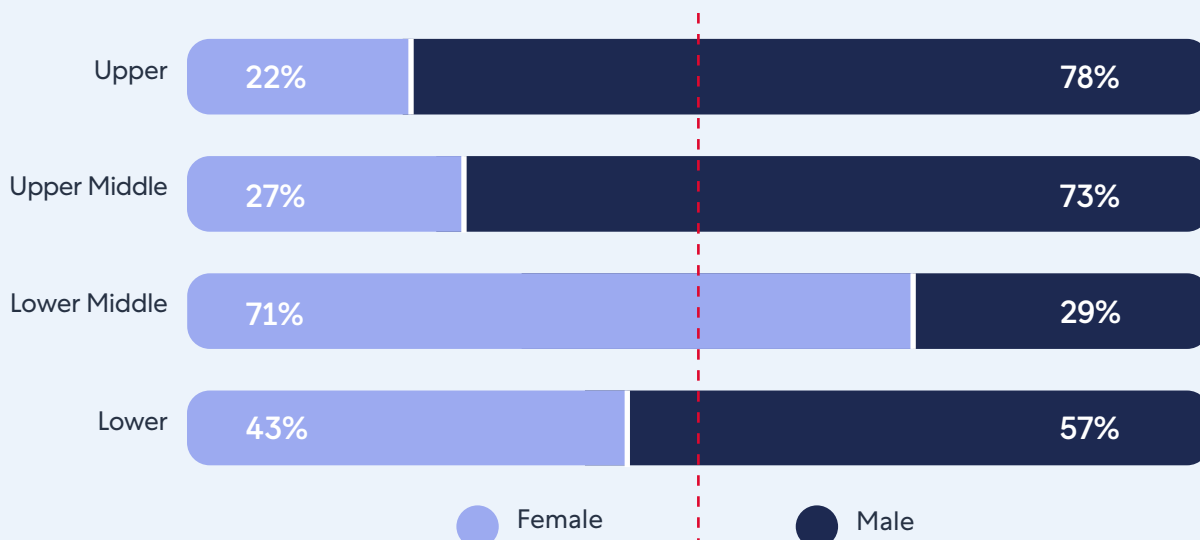


## Hourly Pay Quartiles

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

The total number of employees in the company is split 41% female and 59% male.

The employees working in sales roles are split 21% female and 79% 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.



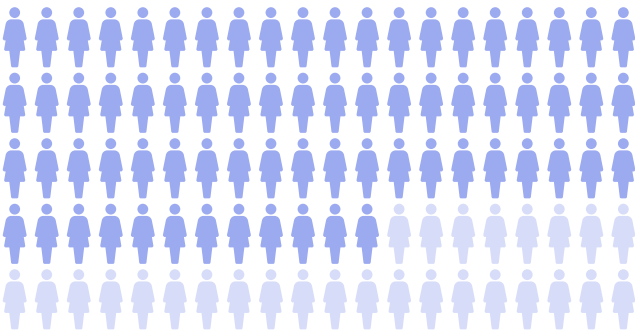
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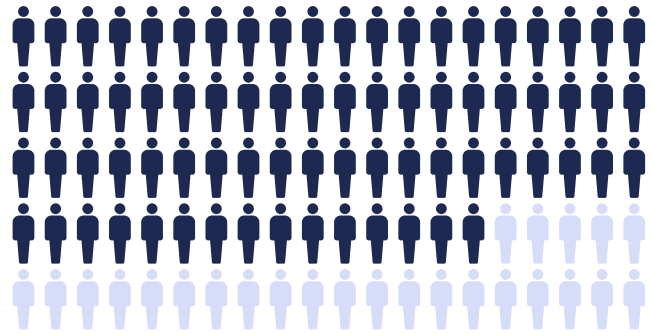
## Bonus Payments

Bonus payments include bonus, commission and profit share schemes. The proportion of men and women receiving bonus payments are similar with 72% of women and 75% of men receiving bonuses in the year.

**72%** of women received bonus



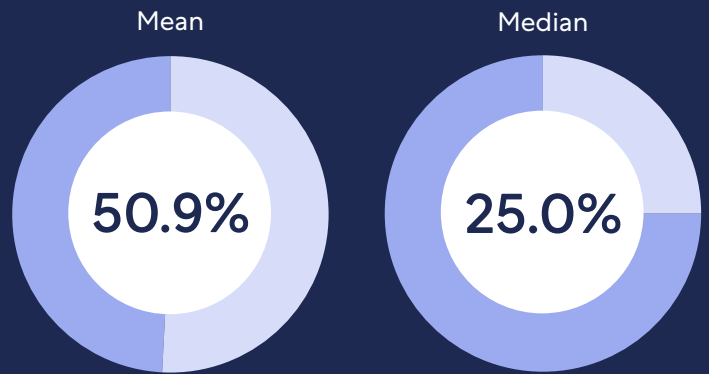
**75%** of men received bonus



However, 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.

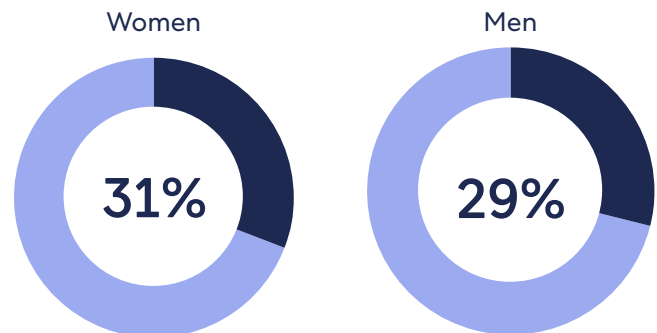
The following shows the difference in the Bonus and Commission Remuneration earned, which is the main driver of the Pay Gap as women make up only 21% of the sales workforce.

### 2024 Bonus Pay Gap



The proportion of men and women receiving benefit in kind is similar with 31% of women and 29% 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



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