



Extern Ireland
Gender Pay Gap Report 2025



Understanding the Gender Pay Gap

What is Gender Pay Gap Reporting?

The gender pay gap is the difference in the average hourly wage of men and women across a workforce – it compares the pay of all working men and all working women; not just those in same jobs, with the same working patterns or the same competencies, qualifications or experience.

Gender Pay Gap reporting does not identify or indicate discrimination, rather it provides an indication of the female and male representation in an organisation.

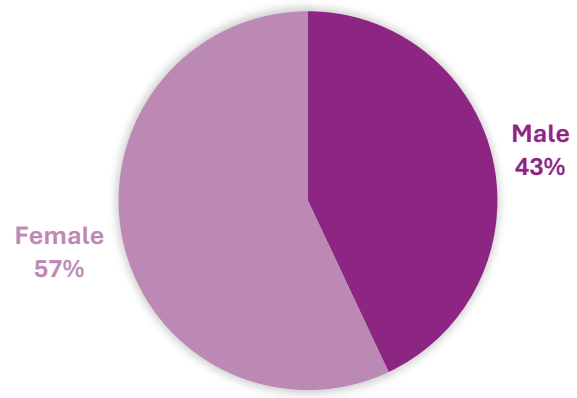
How is it different to equal pay?

Equal pay deals with pay differences between two groups, e.g. men and women, who carry out equal work. This is calculated by reviewing pay rates of men and women in particular roles. This is protected under Irish Equality Legislation.

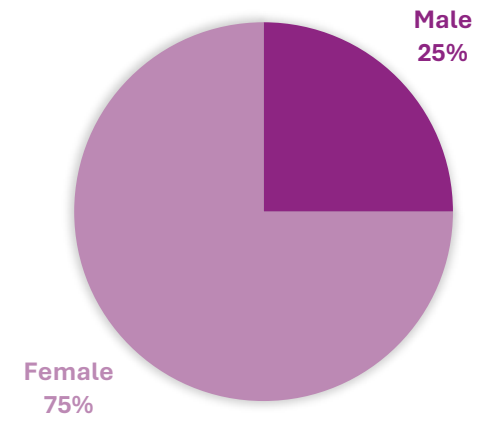
Gender Representation by Grade



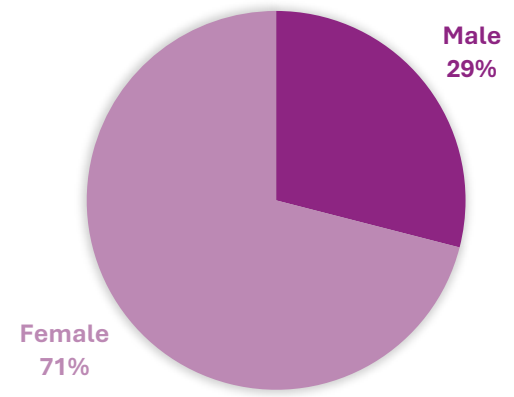
GRADE 7 AND ABOVE



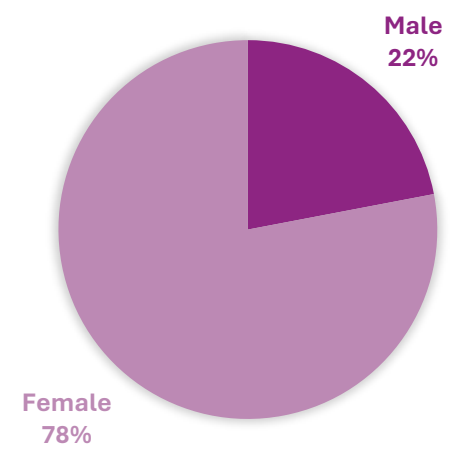
GRADE 6



GRADE 5

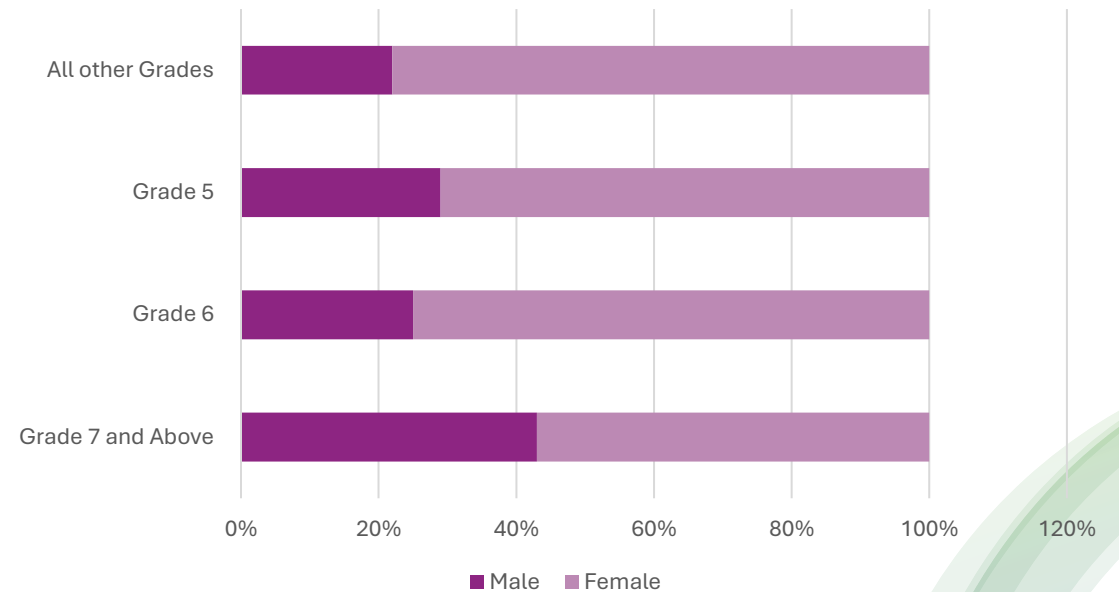


ALL OTHER GRADES



Pay Quartile Proportionality

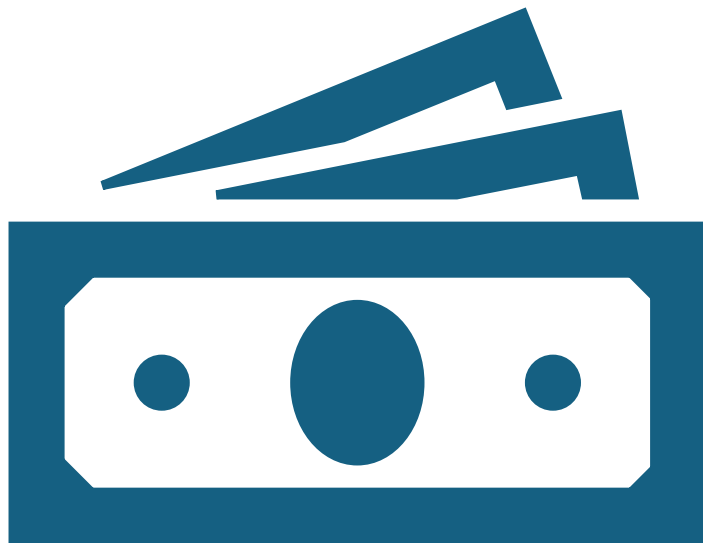
- At Extern Ireland we have a total population of 212 colleagues as of the snapshot date of 30th June 2025.
- Externs' workforce has a 76% female representation
- The graph opposite represents the proportion of men and women in each salary quartile.
- Notably, whilst women account for at least 57% of each quartile, their representation decreases as we move up through the quartiles. (From 78% in 'All other Grades' to 57% in the 'Grade 7 and Above'.)





Interpreting the Data

- The analysis is for all Extern Ireland employees, full and part time, permanent and temporary. We have expressed the data in the groupings of full staff count, part time employees and temporary employees.
- The mean hourly rate is the average hourly rate, while the median hourly rate is the middle rate in the range of hourly rates when they are sorted from smallest to largest. The median is a better measure of earnings as it is not impacted by exceptionally high or low hourly rates as the mean hourly rate can be.
- Where a percentage difference is found, it is displayed as a minus value when the percentage difference is in favour of males. It is displayed as a positive value when the percentage difference is in favour of females.
- Our pay gap data includes all earnings across the year reference period including those where colleagues have been on periods of sick leave and statutory leave (maternity, paternity, parental, parents, carers leave etc.)
- No employees receive bonus payments or benefit in kind.



Pay Gap – Our Data

- Pay Gap of **Mean** hourly remuneration of **all employees** -6%
- Pay Gap of **Median** hourly remuneration of **all employees** -8%

- Pay Gap of **Mean** hourly remuneration of **part time employees** -9%
- Pay Gap of **Median** hourly remuneration of **part time employees** -5.9%

- Pay gap of **Mean** hourly remuneration of **temporary employees** +4.5%
- Pay Gap of **Median** hourly remuneration of **temporary employees** +5.25%

What does the data tell us?

Whilst Extern has equal pay for men and women in the same roles, aligned to agreed salary scales, we have identified a gender pay gap. The gap is -6% in terms of mean hourly remuneration and -8% in terms of median hourly remuneration across all staff.

In 2024, the mean hourly remuneration was calculated at -9.31% and the median hourly remuneration was calculated at -6.46%. This shows a reduction in the mean gender pay gap of 3.31% however a rise in the median average pay gap of 1.54%.

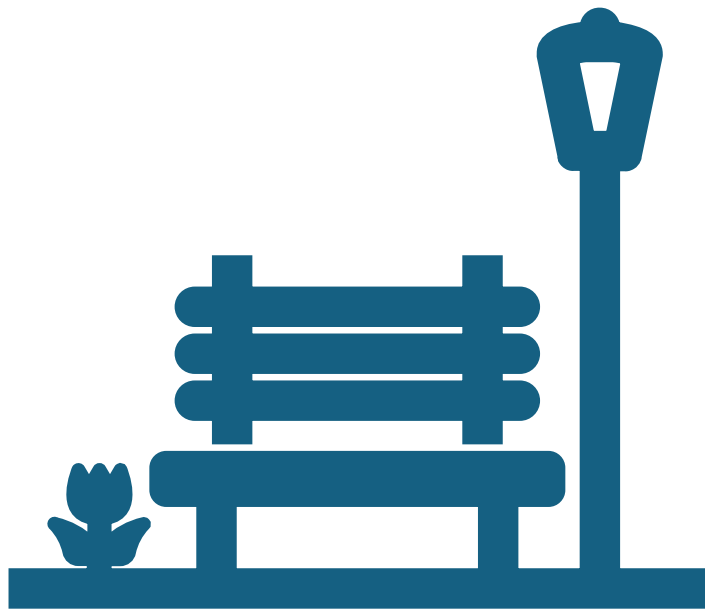
What are attributing factors to the gap?

Contributory Factors:

- Our Gender Pay Gap is, in part, driven by the fact that 76% of our workforce in Extern Ireland is female yet this is not reflected consistently at the most senior level of the organisation as can be seen from the graph on quartiles shared earlier in the report.
- It is further explained by the inclusion of all earnings across the reference period, including those for colleagues on periods of statutory / unpaid leave. All statutory leave (except for paternity leave) accrues a lower salary than if the person was working. There was a total of 1,210 working days availed of as statutory / unpaid leave in Extern Ireland in the reference period. 91% of this leave was availed of by female workers.
- 4.7% of our overall workforce for this reference period are Relief Workers, attracting a basic hourly rate of €20.68 per hour. 66.6% of this population are female. No increments apply for length of service for this category of workers.
- Two of our HSE funded projects account for 7.4% of the female representation in Extern Ireland. In this project all employees are female, and they are not paid on Extern's salary scales. Rather they are paid an agreed rate with the HSE that is significantly lower than our typical salary scales.

Our Proposals to Reduce the Current Gap Further

- Our GPG calculations are skewed somewhat by the inclusion of unpaid leave periods associated with maternity, paternity, parental leave, etc. Our proposal moving forward would be to have a comparator calculation to illustrate the impact direct receipt of statutory benefits to employees and unpaid leave has on the GPG.
- Extern is committed to ensuring both males and females are provided with developmental opportunities and career progression equally within the organisation.
- As part of the Strategic Direction of the organisation, Extern intends to refresh its existing Diversity, Equality and Inclusion forum and refine its areas of focus.



Embedding Inclusion in our Culture and DNA

Flexibility

- At Extern, flexible working isn't just a policy—it's part of who we are. We're passionate about creating an inclusive workplace where everyone feels supported, and where teams have the freedom to balance personal and professional commitment in a way that truly supports them.

Inclusive Policies

- Our current suite of inclusive policies positively contributes to our gender equity goals. We continue to identify opportunities to strengthen the support available for Mental Health, Fertility, Pregnancy Loss, Gender Identity and Expression, Menopause and Domestic Abuse. We have progressed these policies with the recent inclusion of Miscarriage Leave and Domestic Abuse Leave. We aim to continue to identify further areas for development recognising the complexities and challenges, often faced by women, and indeed all employees. We have also begun developing a Trauma Informed approach towards policy revision.

Wellbeing

- At Extern, we care about each other and have a focus on wellbeing at the heart of what we do, and this applies for employees as well as those who use our services. Our Wellness Hub provides access to a range of supportive resources available to all. We are also in the process of reviewing the Wellbeing Forum to ensure it has the right focus points to support employees.

Parents and Carers

- We have a range of progressive policies and support for those with parental and caring responsibilities. We believe this is important to support women to remain in the workplace and supports gender balance at all levels in the organisation.