



Our Gender Pay Gap Report 2023

BDO Ireland

Introduction

I am very pleased to be introducing my first Gender Pay Gap Report as the Managing Partner of BDO Ireland, having taken the reins in March this year.

Whilst this is only our Second Gender Gap Report as a firm, it is pleasing to see our results trending in the right direction. However, we still have a way to go, and I look forward to working across the firm to continue to drive equality and fairness in everything we do.

I have been heartened by the commitment and drive of some of our key people, who have created and implemented impactful and innovative programs to help us improve. Achieving our Gender Pay Gap targets is a strategic imperative of the firm, and with continued focus and effort I know we can continue to make BDO a truly egalitarian place to work.

We confirm that the Gender Pay Gap figures are calculated and presented within this report in accordance with the required regulations.



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Managing Partner



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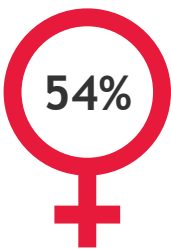
SINEAD HEANEY
BDO CIBA Partner
and People Partner



BRIAN MCENERY
Managing Partner



JOE QUINN
Chief People Officer



I'm proud to report that BDO Ireland continue to maintain our industry leading position of having female representation at 54% of our total workforce. This is a rarity in Professional Services, and something we will strive to maintain and build on in the coming years.

Our gender pay gap

Below are our gender pay gap figures and our workforce composition:

The **mean** is the average of a set of numbers. It is calculated by adding up all the values in a data set, and then dividing by the total number of values.

The **median** is the middle value of a set of numbers. It is calculated by ordering all the values in a data set from lowest to highest and identifying the middle value.

FIGURE 1

2023 workforce composition	Female (F)	Male (M)
	54%	46%

Pay (full time staff)	2022	2023
Mean pay gap	17%	11%
Median pay gap	11%	-13%

Pay (part time staff) [†]	2022	2023
Mean pay gap	29%	-10%
Median pay gap	8%	-24%

[†] Please note that this is a very small, non-representative dataset.

Our Bonus gap

FIGURE 2

	2022	2023
Mean	17%	20%
Median	0%	0%

% of employees receiving a bonus	2022 2023
Female (F)	21% 25%
Male (M)	27% 31%

Our hourly pay quartiles

FIGURE 3

Quartile band	Female employees		Male employees	
	2022	2023	2022	2023
Upper	42%	45%	58%	55%
Middle upper	64%	68%	36%	32%
Lower middle	64%	56%	36%	44%
Lower	49%	47%	51%	53%

Benefit in kind (BIK)

FIGURE 4

Proportion of employees who received Benefits in Kind	2022 2023
Female (F)	86% 88%
Male (M)	93% 83%

Analysis in brief

We are very happy to report a 6% improvement in our Gender Pay Gap from 17% in 2022 to 11% for the 2023 report. Whilst this is a big step forward for the firm, we still have a lot of work to do.

- ▶ **Mean (11%) and median (-13%) pay gaps (fig.1).** To further reduce the **mean gap**, the key challenge remains for us to rebalance the number of females in senior management levels - specifically at director level. The **Median** result is -13% (i.e. in favor of women). This number is due to the distribution of females and males across the quartiles of the firm and is not representative of our overall Gender Pay Gap.
- ▶ **The bonus table data (fig.2)** illustrates how the lower numbers of female staff at Senior Levels (who get higher bonuses) is causing a double impact. This can be seen both in terms of the lower amounts of women receiving bonuses and on the size of those bonuses.
- ▶ **The hourly pay quartile break down (fig.3)** above illustrates our key challenge as it highlights the lower numbers of female staff in the upper quartile. This is where we need to continue to focus to close our pay gap as quickly as possible.
- ▶ **The BIK breakdown (fig.4)** Generally, we have good Parity across all facets of Benefits in Kind. With slightly more female employees (88%) receiving BIK than male employees (83%).

At BDO Ireland the majority of our Assistant Managers, Managers, and Senior Managers are women. Looking at the quartile distribution you can also see how women have continued to move upwards through the organization over the past year, which is a positive development. However, there is still a clear challenge in the upper quartile that must be addressed.



Our plan of action

Whilst we as a Firm are pleased with the significant improvement on our Gender Pay Gap for the 2023 report, we acknowledge that there is still a lot of work to do. Over the course of 2023 we were pleased to have conducted multiple programs to tackle this challenge, including:

- ▶ **Our 'Returners' recruitment program**, aimed at attracting women back into the workforce who have had an extended time away.
- ▶ **Our updated 'Employee Benefits Package'** heavily structured around supporting our workforce through all facets of their personal and professional lives.
- ▶ **The implementation of our Industry Leading mentoring program** aimed at preparing women for Senior leadership roles within the firm.
- ▶ **Conducting Biannual Female Talent Reviews and Deep Selecting** future Senior female leaders for the firm.

Looking forward to 2024 we aim to continue the momentum gained from 2023 and are planning the following key initiatives:

- ▶ **The Launch of a new Carer Planning Tool**, to allow our female staff to have a more detailed map of their career pathways, with the appropriate training and support.
- ▶ **The Continuation of Biannual Female Talent Reviews and Deep Selecting** future Senior female leaders for the firm.
- ▶ **Utilising more Targeted Executive Search**, by working with a specialist recruitment agency to bring in more Senior Female Leaders into the business.
- ▶ **Extending the Mentoring Program** further across the firm, to give more women the opportunity to participate.

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