

BYRNE
WALLACE

Gender Pay
Gap Report
2024

Introduction

Gender Pay Gap Information Act was signed into Irish Law in 2021, and from 2022 employers with more than 250 employees were required to publish their gender pay gap across a number of specific areas, including:

- Gender based differences in mean and median hourly remuneration
- Data on bonus payments
- Mean and median pay gaps for part time employees and for those on temporary contracts
- Proportions of men and women employees in the lower, lower middle, upper middle and upper quartile pay bands

In addition to the above, organisations are also required to set out the narrative for any gender pay gap and what measures, if any, are being taken or proposed to be taken, to reduce the pay gap. It is important to note that gender pay is not the same as equal pay. Equal pay relates directly to employees performing the same or comparable work, whilst gender pay focuses on the difference in average earnings of men and women in the same organisation over a defined period of time. The introduction of the legislation is an important step towards better pay transparency and gender equality.

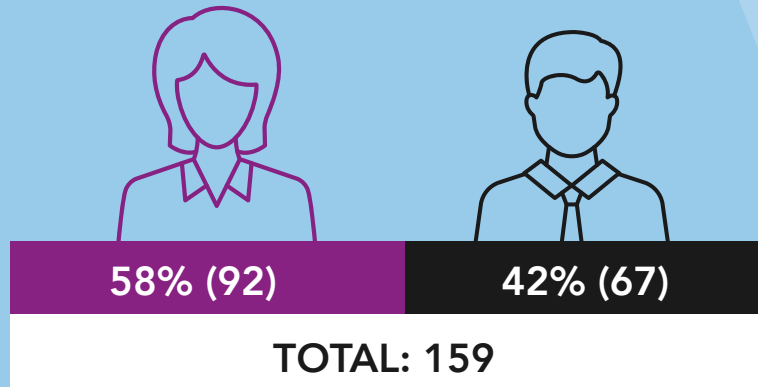
From 2024, employers with 150 employees or more are required to publish their Gender Pay Gap Report (**GPGR**). This requirement will apply to ByrneWallace; the firm will publish the GPGR on the firm website and it will remain viewable for three years from the date of publication. The Equity partners, as owners of the firm are not included in the analysis. As per the regulations, the firm has selected 1 June 2024 as the 'snapshot' date. The report is based on the pay dates in the 12 months preceding and including the snapshot date.

Gender Pay Gap Explanations

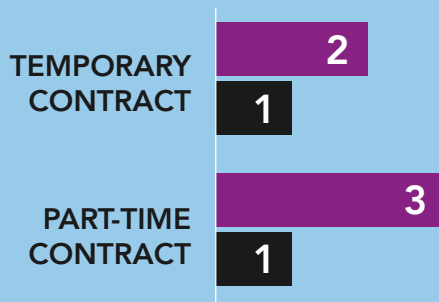
Mean Pay Gap	Difference between male average hourly pay and female average hourly pay
Median Pay Gap	Difference between male hourly pay (middle paid male) and female hourly pay (middle paid females)
Pay Quartiles	Calculated by splitting all employees into four groups dependent on their level of pay. This provides an indication of gender representation at different pay levels across the firm

ByrneWallace Employee Snapshot

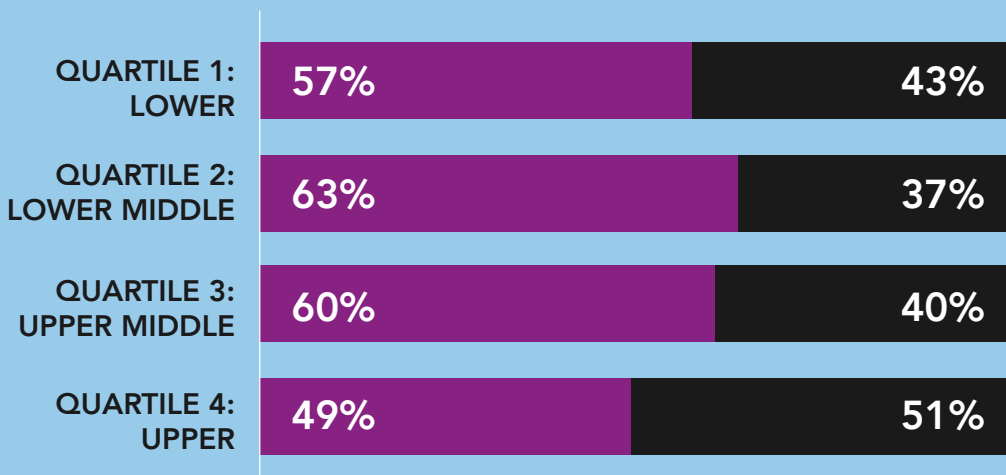
Gender Breakdown



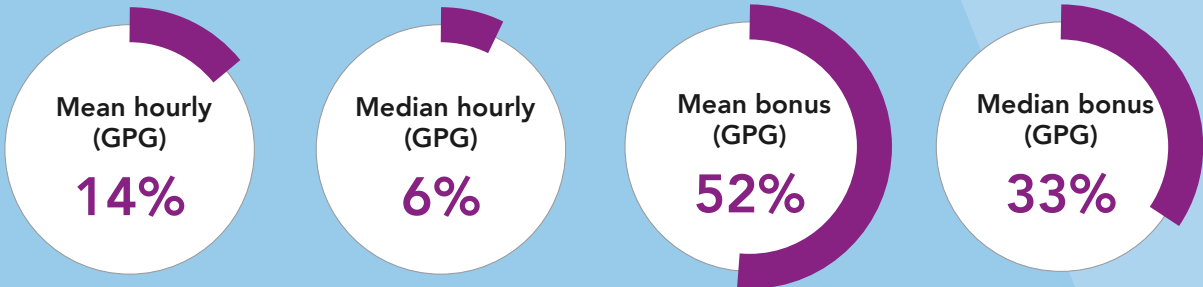
Contract Breakdown



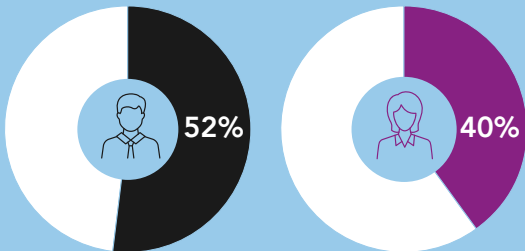
Quartile pay bands (based on hourly pay)



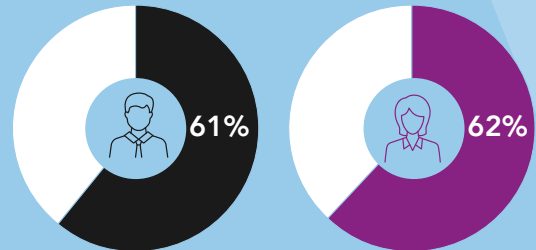
Gender Pay Gap (GPG)*



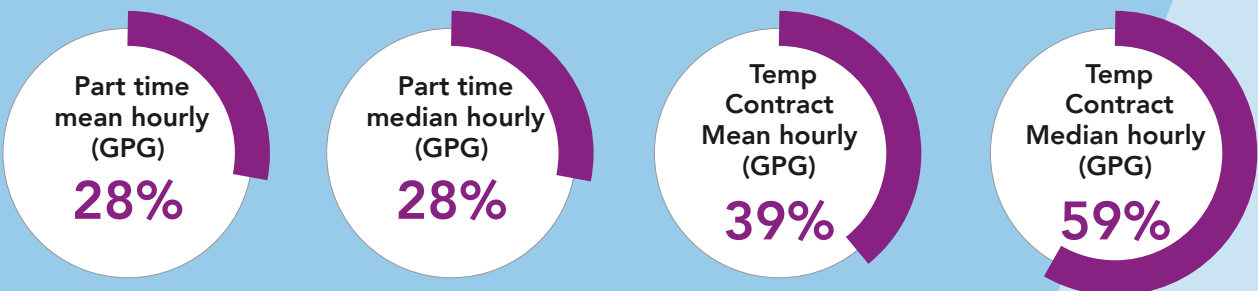
Bonuses Paid



BIK Paid



Gender Pay Gap (GPG) Part Time & Temporary



* The figures outlined above represent the hourly pay gap between men and women and the bonus gap between men and women.

Summary of Findings

Gender pay gap



There are a number of factors that have influenced the nominal pay gap data which includes the representation of genders across the various levels within the firm and also the gender balance across certain practice areas across the firm. In addition to this, women across the firm represent 85% of all family leave taken – this has an impact on actual hours worked. We recognise this gap needs to be addressed, this is addressed in the action plan below.

Quartile pay bands



The breakdown of the quartiles is representative of the demographic of the firm. Female representation is greater within Quartile 1, 2 and 3. The firm will continue to look at more equal representation of females within the upper quartile – this is outlined in the gender balance action plan below.

Benefit in Kind (BIK)



Benefit in kind benefits are available to all BynreWallace staff. This is representative of the take up percentage for males and females within the firm. These benefits include the healthcare subsidy, taxsaver tickets and cycle to work benefit.

Bonus



The firm operates an annual discretionary performance bonus scheme for employees and we recognise that this review highlights differentials in quantum of actual bonuses paid in this current period which we will review in the next bonus cycle.

Gender Balance Ongoing Initiatives

Family Friendly Policies

We are committed to promoting an atmosphere of inclusion, transparency and openness, and fostering a working environment in which our people feel fully supported to grow and develop. The firm will continue to review all family friendly policies, including maternity, paternity, adoptive, parents, parental, flexible working to ensure they allow all staff to balance family and work.

In particular, the firm will review the parental leave and paternity leave and encourage more men across the firm to take advantage of the parental, parents and paternity leave offering. We believe this is a positive step to improve gender equity and allow for better work life balance.

The firm is committed to supporting all staff returning from maternity leave and ensure the transition period is as supportive, consistent and helpful as possible. This includes career coaching for our employees before, during and after maternity leave. We also appreciate that life with a new baby can be unpredictable and employees are supported to leave at short notice or take time off at short notice if required.



Project Homegrown

As a working example of how we promote equality, diversity and inclusion, we continue to focus on diverse hiring through the Firm's bespoke "HomeGrown", programme. This assists us in "recruiting from within" to support people who join us as support staff (frequently non-native English speakers) to transition to professional roles.



Mentorship Programme

The firm has a mentorship programme in place and this, coupled with coaching, enables continued development by providing a mechanism to learn and enhance skills by leveraging experience, expertise and different perspectives to promote engagement, performance, retention, excellence and best in class people to deliver outstanding client service. This allows for personalised and tailored growth. The programme is particularly beneficial in establishing female leaders as they progress through their careers.



Bonus Reviews

The firm operates a discretionary bonus scheme for eligible employees and remains committed to continually reviewing transparency and ensuring fair criteria within this process.



Law Society GEDI Charter

As a signatory of the Gender Equality, Diversity & Inclusion Charter the firm is committed to creating equal opportunities and inclusive workplaces within the legal profession. With this in mind the firm will offer the Women in Leadership Mentoring Programme to support the career advancement of female leaders.



Summary

As a firm we are committed to putting initiatives and programmes in place to ensure we can make work, work for women. We recognise that not only will this go towards reducing the gender pay gap but a gender balanced firm at all levels will allow for better decision making, and drives a culture of equal opportunities that promotes an environment of respect and equality.

The firm will continue to review the gender balance action plan to allow us to do our part to close the gender pay gap in the future.



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