



SD Worx

Gender Pay Gap Report 2025



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Foreword

Gender Pay Gap Report 2025

At SD Worx Ireland we are committed to creating a fair, inclusive, and transparent workplace for all of our employees. This report outlines our gender pay gap data as of the snapshot date of 25 June 2025, in line with the Employment Equality Act 1998 (Gender Pay Gap Information) Regulations 2022 and amendments in 2024.

SD Worx is a leading provider of People Solutions with European roots and global reach. SD Worx provides people solutions across the entire employee life cycle which creates the right working environment for people and organisations to thrive.



Gender Pay Gap Report 2025

We care about our teams and value every employee as we work to provide the best service for our customers whilst providing Payroll and HR solutions that stands out. To do this, Diversity & Inclusion is always high on the agenda and is an essential part of our corporate culture. Moreover, Diversity & Inclusion is already included in one of our value statements - One for All, All for One.

In SD Worx Ireland, women make up 67% of the workforce, and 50% of our senior management team. However, this report has shown than men only comprise of 16% of the lower quartile, and 34% of the middle quartile. With this learning, it's clear that we have more to do to equalise in this area.

We are proud of the progress we have already made towards gender equality in our business and have clear aspirations to deliver more. SD Worx are on a journey of global integration, digital transformation, focusing our business strategy with the future needs and expectations of our customers, their employees and our own workforce. The success of this alignment is dependent on the engagement and empowerment of our people, regardless of gender and background.

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Key Metrics

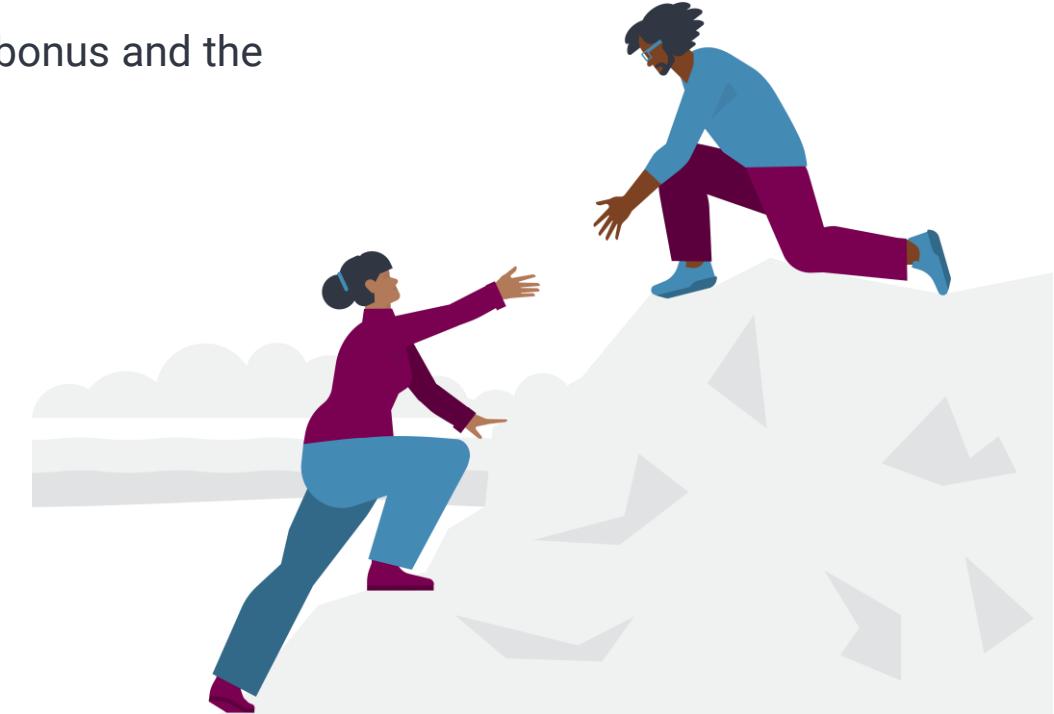
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→ Key metrics

Our key metrics confirm our median and mean Gender Pay Gap (based on hourly rates of pay at the snapshot date of 25 June 2025) and bonus pay gap (based on bonuses paid in the 12 months to 25 June 2025).

They also show the proportion of men and women who have received a bonus and the proportion of men and women by hourly pay quartile.

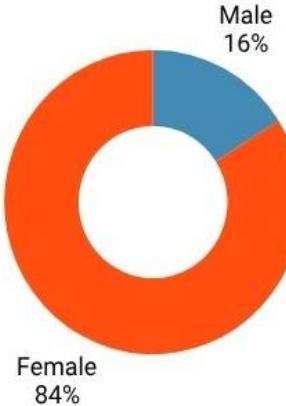
	Mean	Median
Gender Pay Gap (25 June 2025)	19.87%	20.24%
Bonus Pay Gap (12 months to 25 June 2025)	-47.79%	30.84%



Pay Quartiles, Bonus and BIK Proportions

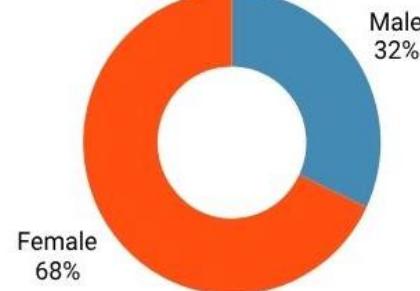
Lower Quartile

Male Female



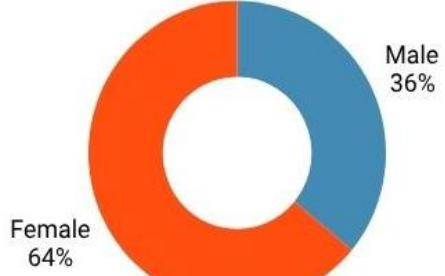
Upper middle quartile

Male Female



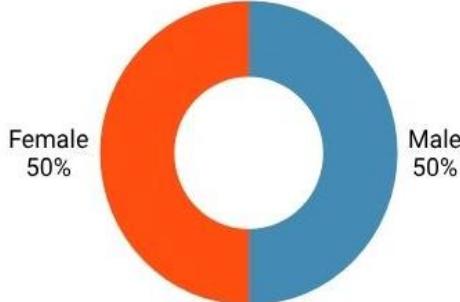
Lower middle quartile

Male Female



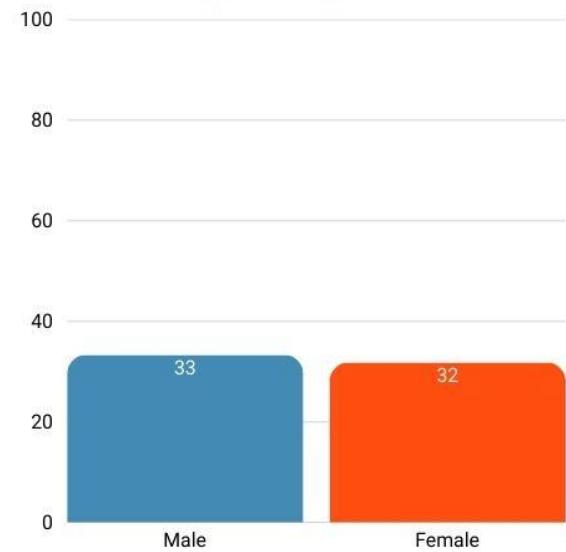
Upper quartile

Male Female



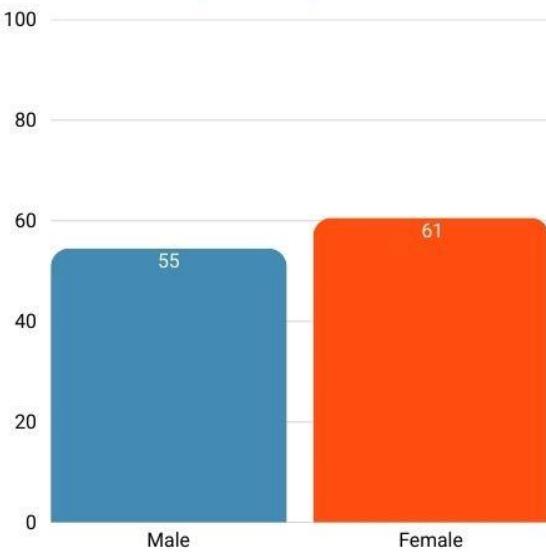
Bonus Paid Proportions

Male Female



BIK Paid Proportions

Male Female



03

Closing the Gender Pay Gap

A female dominant base with flexible working arrangements

Our analysis shows that the overall difference between women and men's earnings is **19.87%** (mean) and **20.24%** (median) based on hourly rates of pay at the snapshot date of 25 June 2025. Across our staff base there is a higher percentage of females (**67%**) than males (**33%**).

The role of payroll can often suit female members of staff, and this area of expertise is where a large percentage of our staff work in the business. In payroll, part-time schedules can be accommodated. This often suits female members of staff due to providing more flexibility for family life or caring responsibilities, the burden of which, according to ESRI research from 2024, can disproportionately fall to women.

We have developed a structure for developing staff into more senior positions and this has benefitted a number of staff across 2025, particularly our female colleagues.



Career Progression

In our technical roles where we have a reduced number of female colleagues, we have developed a strong training programme. This has already helped us develop more females in this area who have moved from different departments to develop their careers further.

We are in the process of developing our flexible working initiatives that to date were mainly offered to the payroll teams. 2026 will bring more flexibility across the whole Irish business, which in time we hope will increase the number of women interested in working in different departments.

These training programmes and flexibility initiatives, along with other career development plans for 2026 will help give further opportunities to women elsewhere in the business.

We are also working on further developing managers through leadership programmes. As with previous years, we commit to continuing to develop our action plan to address the gender pay gap. We are pleased that our Leadership team demonstrates an even balance of females and males.



Pay Equity Measures

We are committed to **equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.**

We carry out annual pay audits and evaluate job roles and pay grades using the Korn Ferry Hay methodology to ensure fairness. Korn Ferry Hay assists us in helping to address any pay equity and gender gap issues by implementing smart solutions that build working cultures that are truly equal and inclusive.

Diversity and Inclusion is part of our culture demonstrated in the increased awareness initiatives showing our colleagues that we all belong: regardless of our background, culture, race, gender, beliefs or abilities, we are all part of SD Worx and we all deserve equal opportunities. It's essential to SD Worx that all our colleagues have equal opportunities to recruit, retain and develop talent.

With regards to bonus payments, only a third of staff receive bonuses. This is something that we look to develop further in the future.



We are committed to reducing our gender pay gap and promoting a culture of equity. Key actions we are taking include:

-  **Talent development:** Roll out leadership programs to support men and particularly women in advancing their careers
-  **Recruitment practices:** Reviewing job adverts and hiring processes to remove potential bias and encourage diverse applications particularly for the Payroll positions
-  **Flexible working:** Continuing to offer hybrid and flexible working arrangements to support employees' work-life balance.
-  **Pay reviews:** Continue to conduct regular pay equity audits to ensure fairness in compensation decisions.
-  **DEIB Initiatives:** Continue to raise awareness of Diversity, Equity, Inclusion and Belonging
-  **Bonus Payments:** We look to develop this area in the future further down the seniority levels

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Statutory Disclosures

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Metrics Explained

Hourly remuneration refers to the difference in total earnings between men and women on mean (average) and median (middle ranking) basis. A positive number indicates a gap in favour of men whilst a negative number indicates a gap in favour of women.

Bonus recipients sets out the proportions of men and of women who receive any form of bonus. Bonuses for this purpose include vouchers and share awards, as well as annual bonuses.

Bonus gap refers to the gap between men and women in the value of all bonus items taken together.

The **lower quartiles** sets out, in respect of the lowest paid quarter of our colleagues by hourly remuneration what percentage are men and what percentage are women.

The **upper quartile** sets out, in respect of the highest paid quarter of our colleagues by hourly remuneration, what percentage are women and what percentage are men. This also applies the same way for **lower middle quartiles** and **upper middle quartiles**.

Benefits in kind sets out the percentage of our colleagues who are in receipt of non-cash benefits of monetary value.

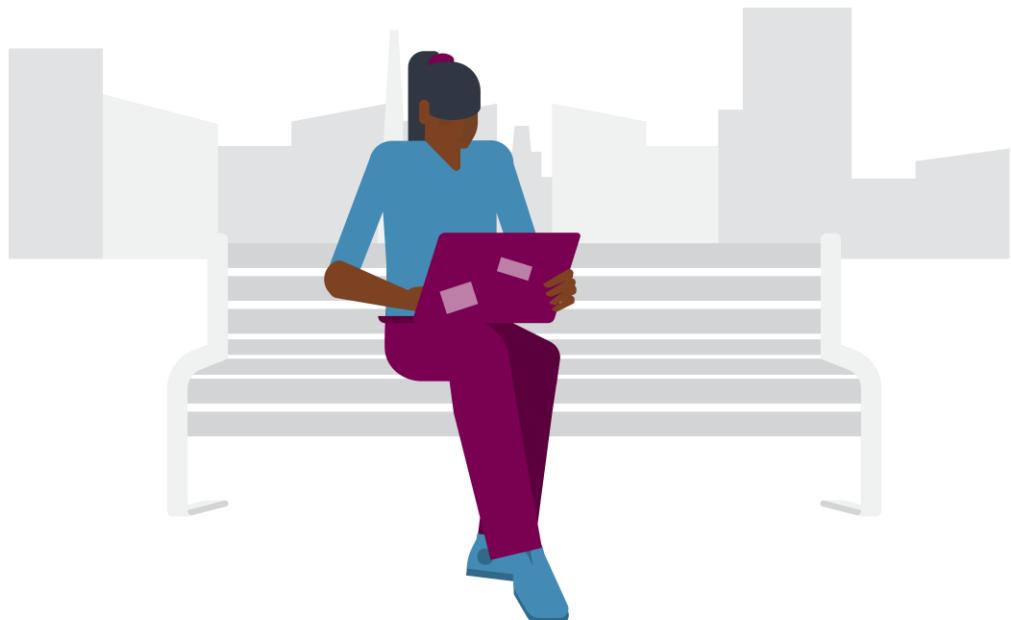


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Statutory Disclosures

SD Worx employs approximately 99 people across Ireland who are covered by the regulations. We employ those involved in developing software and delivering technology and services that support payroll HR software.

Statutory Disclosures	
%male/female employees	33% / 67%
Mean gender pay gap	19.87%
Median gender pay gap	20.24%
Mean bonus pay gap	-47.79%
Median bonus pay gap	30.84%
% male/female receiving a bonus payment	33.33% / 31.82%
Upper quartile* (male/female %)	50% / 50%
Upper middle quartile* (male/female %)	36% / 64%
Lower middle quartile* (male/female %)	32% / 68%
Lower quartile* (male/female %)	16% / 84%



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"Our employees are our most valuable resource in SD Worx. We believe it is essential that work is a place of opportunity, equality and diversity, and that all employees are valued and treated equitably. Our need to provide data annually on the Gender Pay Gap is a great step to ensure that both genders are treated equally and our processes and policies support this approach.

Due to the business we are in, we have been aware of the gap in the lower quartile of men to women and continue to increase our male representation through recruitment where possible. We have also been working in positive ways to develop the middle quartiles to improve the balance of males and females in Ireland."

Eimear Byrne, Ireland Country Leader, SD Worx Ireland

Declaration

I confirm the information and data reported is accurate as of the snapshot date 25th June 2025.



Eimear Byrne
Ireland Country Leader



Contact

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