

Gender Pay Gap Report 2025



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John Donoghue, CEO

At ifac, we are committed to fostering a fair, inclusive, and supportive workplace where all employees can thrive. In accordance with the Gender Pay Gap Information Act 2021, organisations with more than 50 employees are required to report annually on key gender pay metrics, and we are pleased to present our 2025 Gender Pay Gap Report.

Our 2025 data reflects a number of encouraging indicators. Women are strongly represented across the organisation, accounting for 68% of our workforce, with a particularly strong presence across the middle pay quartiles. The overall median pay gap is in favour of female employees, meaning the typical female employee at ifac earns more per hour than the typical male, a result we view as a positive reflection of our reward practices. Participation in bonus schemes is broadly balanced, with a comparable and slightly higher proportion of female employees receiving awards.

Gaps in our mean pay figures are primarily driven by workforce composition rather than differences in pay for equivalent roles.

These outcomes are underpinned by transparent reward processes and family-friendly policies, including maternity and paternity supports, which reinforce our commitment to fairness, inclusion, and employee wellbeing. We recognise this and remain focused on supporting female progression while building a sustainable leadership pipeline across the organisation.



ifac ensures that gender diversity and inclusion goals continue to be met and improved:

Through our Leadership Programme.

Through our Mentorship Programme.

By providing Learning and Development opportunities.

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Through our Returners Programme.

By encouraging women to apply for more senior roles.

By providing flexible working options and family-friendly policies such as paid maternity leave.

Gender Pay Gap Commentary

As a company committed to fairness, inclusion, and equity, we continue to monitor and report on our gender pay gap with transparency and accountability.

What We Are Doing to Address the Gap

At ifac, we continue to strengthen diversity, equality, and inclusion across our workforce. Our approach to improving gender representation, supporting progression, and sustaining an inclusive culture is centred on four key pillars.

Recruitment

We continue to strengthen inclusive recruitment practices by:

- Using gender-neutral and inclusive language in job adverts.
- Applying pay equity checks at offer stage to support fair and consistent hiring.

Diversity & Inclusion

We continue to embed diversity and inclusion across the organisation by:

- Promoting an inclusive culture through ongoing awareness and engagement initiatives.
- Supporting equitable career progression and access to opportunities across the business.
- Reviewing policies and practices regularly to help identify and reduce barriers to inclusion.

Learning & Development

We provide equitable access to development opportunities for all employees through:

- Role-specific and leadership training.Flexible online learning platforms.
- Monitoring participation across demographics to support fairness and inclusion.

Wellbeing

We continue to support employee wellbeing and work-life balance through flexible and hybrid working practices, including:

- Phased return-to-work support.
- Flexible working arrangements.
- Sabbatical leave options.
- Summer hours (reduced Friday hours).

Together, these actions support the attraction, retention, and progression of women across the business and contribute to a more balanced and inclusive organisation.



Gender Pay Requirement

Percentage %

1.	Mean hourly gender pay gap (All)	4.69%
2.	Mean hourly gender pay gap (Full-time)	5.90%
3.	Mean hourly gender pay gap (Part-Time)	12.16%
4.	Mean hourly gender pay gap (Permanent)	20.23%
5.	Mean hourly gender pay gap (Temporary)	0.40%
6.	Median hourly gender pay gap (All)	-6.66%
7.	Median hourly gender pay gap (Full-Time)	-5.10%
9.	Median hourly gender pay gap (Part-Time)	15.53%
8.	Median hourly gender pay gap (Permanent)	18.45%
10.	Median hourly gender pay gap (Temporary)	1.60%
11.	Mean hourly performance related bonus gender pay gap (All)	15.42%
12.	Median hourly performance related bonus gender pay gap (All)	-80.05%
Percentage of Males & Females Paid Bonus		
	Male	24.75%
	Female	21.96%
Percentage of Males & Females Paid BIK		
	Male	97.03%
	Female	89.25%
Lower Quartile		
	Male	42.53%
	Female	57.47%
Lower Middle Quartile		
	Male	57.47%
	Female	76.06%
Upper Middle Quartile		
	Male	22.78%
	Female	72.22%
Upper Quartile		
	Male	37.18%
	Female	62.82%

Overview

Ifac's gender pay gaps are driven by workforce composition and the distribution of employees across pay quartiles, not by any difference in pay for equivalent roles. The median pay figures for all staff and full-time staff are both in favour of females, which supports this.



Snapshot

FROM DATE 30/06/2025

Hourly Pay

The mean hourly pay gap of 4.69% in favour of males reflects the concentration of female employees in the lower-middle and upper-middle pay quartiles. Females make up 68% of the workforce and are well represented across all quartiles, but are underrepresented at the upper end relative to their overall numbers.

HEADCOUNT



315

MALE



101

FEMALE



214

- Lower Quartile: Males 42.53% | Females 57.47%
- Lower Middle Quartile: Males 23.94% | Females 76.06%
- Upper Middle Quartile: Males 22.78% | Females 77.22%
- Upper Quartile: Males 37.18% | Females 62.82%

Notably, the median pay gap is 6.66% in favour of females, meaning the typical female employee earns more per hour than the typical male. Full-time figures follow the same pattern, a mean gap of 5.90% in favour of males, offset by a median of 5.10% in favour of females.

MEAN REMUNERATION GAP

4.69%

MEDIAN REMUNERATION GAP

-6.66%

Permanent Employees (Mean Gap: 20.23%)

This is the most significant gap in the report. It is explained by the fact that permanent male employees, a much smaller group (53 vs 159 females), are heavily concentrated in upper quartile roles. This is a compositional effect and does not reflect a difference in pay for equivalent grades.

Part-Time & Contract Employees

The part-time gap is not statistically meaningful due to the very low number of male part-time employees. Contract staff show near-complete pay parity (gaps under 2%), the strongest result in the report.

Leave, Bonus & BIK

Statutory leave periods paid at a reduced rate lower an individual's reported hourly rate under GPG methodology; this affects the figures but not underlying pay. The bonus gap reflects eligibility timing rather than policy bias, with a broadly similar proportion of males and females receiving a bonus. The median bonus gap is in favour of females. One male employee's company car BIK has a minor upward effect on the male mean.

Summary

Ifac's 2025 gender pay gaps are primarily driven by workforce composition, pay quartile distribution, the impact of statutory leave on reported rates, and bonus eligibility timing — not by differences in pay for equivalent roles. The median figures for all staff and full-time staff favour females, and contract employees show near-complete parity.



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