

# Teamwork.com Ireland Gender Pay Gap Report 2025

## Introduction

This report sets out Teamwork.com’s gender pay gap data for its Irish workforce for the 12-month period ending 30 June 2025. The information is published to meet statutory reporting requirements under Irish legislation.

Teamwork.com is committed to fair and equitable pay for comparable work. We publish this information transparently and as part of our ongoing responsibility to monitor representation and pay practices within our teams. The figures in this report represent the difference between average and median pay across all roles, not between individuals in the same position or at the same level.

## Definitions

- **Ordinary Pay** – Base salary and regular payments such as allowances or overtime, excluding bonuses or benefits-in-kind.
- **Variable Pay** – Additional pay linked to performance, such as bonuses or commissions.
- **Mean Pay Gap** – The average difference in pay between men and women.
- **Median Pay Gap** – The difference between the midpoints in the ranges of men’s and women’s pay.
- **Quartiles** – Four equal pay bands showing the gender distribution across pay levels.

## Gender Pay Gap Figures (Ireland)

**Reporting period:** 1 July 2024 – 30 June 2025

**Employees included:** 111 (35 female, 76 male)

### Pay Gap Reported

Category	Mean Gap	Median Gap
Ordinary Pay	8.96%	14.49%
Variable Pay	38.63%	12.58%

### Gender Distribution\* by Pay Quartile

Quartile	Male	Female
1 (Lowest)	78.6%	21.4%
2	50%	50%
3	77.8%	22.2%
4 (Highest)	71.4%	28.6%

\*This distribution reflects the current make-up of our Irish workforce, where more men hold senior and technical roles. As representation balances across levels, these figures will naturally move closer together.

## Benefits and Bonus Eligibility

- 96% of female employees and 92% of male employees received a benefit-in-kind.
- Variable pay was primarily earned in Sales and Customer Success roles, where a higher proportion of employees are male.

## Explanation of the Gap

The gender pay gap in Ireland reflects the structure of our workforce and distribution of roles within the organisation.

- The majority of employees in Engineering and senior management roles in Ireland are male.
- Variable pay differences arise mainly from the concentration of men in performance-based roles, such as Sales and Customer Success. Employees in these areas are the primary recipients of performance-based variable compensation which leads to a disproportionately higher aggregate bonus total, even though the pay is based on achieved individual performance targets, not gender. Pay for comparable roles is aligned with the company's pay equity principles.

## Actions

Teamwork.com remains committed to fairness, transparency, and compliance with all applicable pay equity legislation. Our focus is on long-term balance — ensuring equal opportunity at every level and maintaining fair, transparent pay practices.

The company will continue its following core commitments to address factors contributing to any pay gaps:

1. **Talent Pipeline & Development:** We continue to elevate our recruitment standards through proactive sourcing to ensure diverse candidate slates. We also commit to deepening support for female employees via mentorship and targeted leadership training to drive career advancement.
2. **Transparency & Fair Practice:** We will further strengthen internal fairness by continuing regular pay audits and proactively promoting transparency.
3. **Inclusive Culture & Leadership:** Our Leadership Team is dedicated to equity as a core principle. We will amplify our inclusive culture by leveraging flexible work policies and initiatives that support all staff and ensure fair access to opportunity based purely on objective merit.

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In accordance with the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.