



Gender Pay Gap Report 2023

Ireland



Inclusion, Diversity & Equity at KPMG

At KPMG, we're committed to promoting inclusion, diversity, and equity. When it comes to gender, we believe that making sure women thrive in the workplace is key to our success, now and in the future.

This year we were proud to build on our existing gender equity programmes with our new Gender Action Plan to support women's progression at KPMG. The plan includes a suite of new lifecycle supports around fertility, surrogacy, menopause and more. It also includes emergency childcare, and a paid ramp-up initiative for women returning from maternity leave, as well as other initiatives.

As you will see from our 2023 gender pay gap figures, there is still work to be done. We are committed to achieving gender equity in our firm and will continue the work we have started towards this aim because we know that diversity of leadership leads to better results for our teams, our clients, and our community.



Seamus Hand

Managing Partner,
KPMG Ireland



Colm Gorman

Partner and Head of People & Culture,
KPMG Ireland

Introduction

The Gender Pay Gap Information Act 2021 introduced gender pay gap reporting obligations for all public and private organisations with more than 250 employees in 2022. In addition to the requirement to publish certain pay gap information, relevant employers must report on the reasons for their gaps and the measures being taken or proposed to be taken by the employer to eliminate or reduce the gaps.

A gender pay gap is different to equal pay which means paying women and men the same salary for equal work.

As required by legislation, our figures relate to KPMG employees in the Republic of Ireland. The figures do not include our Northern Ireland employees; however, we will continue to report on all KPMG Ireland employees, including our Northern Ireland colleagues, in our annual Impact Report.

While the legislation relates only to employees and not to partners, as owners of the business, we have voluntarily included a section in this report on our gender pay gap including our partners.

The pay and bonus gaps are based on a 12-month lookback from 30 June 2023.



Key Metrics Explained



The Mean Pay Gap

The mean gender pay gap is the difference between women's mean hourly pay and men's mean hourly pay. The mean hourly pay is the average hourly pay, including bonus, across the entire organisation.



The Median Pay Gap

The median gender pay gap is the difference between women's median hourly pay (the middle-paid woman) and men's median hourly pay (the middle-paid man). The median hourly pay is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly pay, including bonus, of the person in the middle.



The Quartiles

Pay quartiles are calculated by splitting all employees in an organisation into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the organisation.



At KPMG we want an environment where everyone can thrive, and we're committed to supporting the next generation of women leaders

Karina Howley
Head of Corporate
Citizenship & Diversity

Gender Pay Gap Figures



Mean - Pay & Bonus



10.2%

PAY GAP

20.5%

BONUS GAP

Median - Pay & Bonus



2.9%

PAY GAP

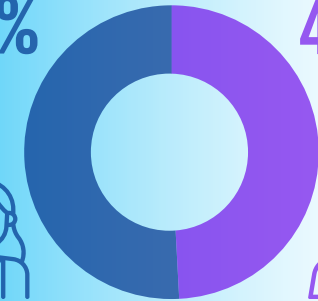
-4.2%

BONUS GAP

Firm Gender Breakdown

50.7%

49.3%



Percentage of women & men when divided into four quartiles

Q1

Lower



50.2%

WOMEN



49.8%

MEN

Q2

Lower
Middle



51.3%

WOMEN



48.7%

MEN

Q3

Upper
Middle



56.1%

WOMEN



43.9%

MEN

Q4

Upper



45.2%

WOMEN



54.8%

MEN

Gender Pay Gap Figures (cont.)



Proportion of bonus received



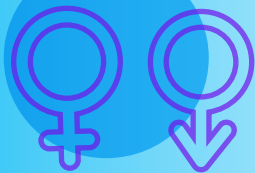
86.9%

WOMEN

88.4%

MEN

Proportion benefits in kind



100%

WOMEN + MEN

Pay Gap of Part-time Employees

53.2%

MEAN GAP PAY

30.0%

MEDIAN GAP PAY



Pay Gap of Temporary Employees

4.3%

MEAN GAP PAY

-0.1%

MEDIAN GAP PAY



Partners



The legislation does not require that partners, as business owners, be included when determining our gender pay gap.

However, we believe that it is important to examine and address gender equity across our entire organisation including partners. Our partner gender pay gap stands at 12.3% while our overall mean gender pay gap increases to 42.7% when partners are included, reflecting the higher proportion of men in the partner team.

Our partner composition is 22% women and 78% men. Increasing the number of women partners is a firm priority. To that end, we have set an ambition for 50% of new partner promotions to be women from 2025. To reach that ambition, we are focussing on retaining female talent and supporting female career progression through targeted supports and leadership programmes.

Understanding the Pay Gap



Mean & Median Pay Gap

Our mean gender pay gap (10.2%) is driven by the fact that we have more men in the most senior positions and with greater tenure than women. It is also the result of certain areas of the business that are historically male dominated.

Our median gender pay gap (2.9%) indicates that the middle man is paid more than the middle woman, when ranking hourly pay amounts in ascending order for both women and men.

Mean & Median Bonus Gap

Our mean bonus gap (20.5%), like our mean pay gap, is driven by the fact that we have more men in the most senior positions which, due to their role, are eligible for higher bonus amounts. It is also impacted by employees who have worked part of the year, for example by joining mid-year or working part-time, and therefore receive a part year bonus and by those on extended leave including career breaks, maternity leave, and parental leave.

Our median bonus gap (-4.2%) indicates that the middle woman's bonus is greater than the middle man, The gap in favour of women is the result of how bonuses are structured at different grades.

Quartiles

We have 3,457 employees for reporting purposes, with a gender split of 50.7% women and 49.3% men. When looking at our gender breakdown by quartile, we see that more men are in the upper quartile (54.8%), which is consistent with our finding that there are more men in senior positions and with greater tenure than women.

Proportion of women / men receiving bonus & BIK

The number of women receiving a bonus payment is slightly lower than the number of men receiving a bonus.

All our employees, regardless of grade or tenure, receive benefit in kind. This includes benefits like our employee assistance programme, permanent health insurance, life assurance, online medical appointments, and eye tests.

Mean & median pay gap of part-time employees

We have 76 part-time employees, with a gender split of 85.5% women and 14.5% men. Our part-time employees are heavily weighted towards women, and they tend to be on a lower grade than our part-time male employees. This contributes to a larger mean (53.2%) and median (30.0%) pay gap than for our full-time employees.

Mean & median pay gap of temporary contract employees

We have 1,671 temporary employees with a gender split of 50.0% women and 50.0% men. The mean (4.3%) pay gap within our temporary workers is due to a very small number of senior men that fall into this category.

Addressing the Pay Gap

At KPMG we want an environment where everyone can thrive. Inclusion, diversity, and equity are integral to our firm, and we focus on five key areas – gender, LGBTQ+, ethnicity, disability, and social mobility. When it comes to gender, we want to see more women leaders, more women decision makers, more women innovators, and more women partners. That’s why we set an ambition for 50% of new partner promotions to be women from 2025. This year we built on our existing gender equity programmes with our new Gender Action Plan to support women’s progression at KPMG.

Key elements of our Gender Action Plan include:

- Inclusive leadership training for all partners to help them lead inclusively and to have conversations about the moments that matter – from maternity leave to professional development.
- Enhanced leadership training programmes for all - with specific supports aimed at helping women realise their career ambitions.
- Greater leadership accountability to ensure we are making progress towards our goals.
- Connect@KPMG, a mentorship initiative designed to help our women build their networks and develop their leadership skills.
- A Ramp Up Initiative, offering 1 day of paid leave per week for the first 8 weeks after maternity leave, to support women as they transition back to work.
- Emergency Childcare Cover, providing 3 days of back-up childcare to support parents when their regular care plan falls through.
- Lifecycle support policies to support our people at all stages of their lives, including fertility leave, surrogacy leave, leave for early pregnancy loss, fostering leave, domestic abuse supports and carer’s support leave.



- ✓ **Connect@KPMG**
- ✓ **Enhanced leadership and training programmes**
- ✓ **Focus on greater leadership accountability**
- ✓ **New training for all partners, to help them lead inclusively**

New initiatives to help you balance work and family life

A Ramp Up Initiative

1 PAID DAY OFF FOR FIRST 8 WEEKS AFTER MATERNITY LEAVE



Emergency Childcare Cover

PROVIDING 3 DAYS BACK-UP COVER



New leave policies to support our people at all stages of their lives



Fertility Leave



Surrogacy Leave



Early Pregnancy Loss Leave



Fostering Leave



Domestic Abuse Leave



Carer's Support Leave

Our plans for the upcoming year



01

We will work to embed and drive awareness of our Gender Action Plan throughout the firm. We are beginning to see the benefits of these new initiatives and expect that the impact will grow in the years to come.

02

We will expand our Connect@KPMG programme reaching another 100 women and growing the community within KPMG to over 200 people.

03

We will continue to aim for gender balance in our leadership programmes helping us accelerate and build a balanced talent pipeline. The most recent intake of our Thrive programme (Director grade) was 66% women, and our Emerging Leaders programme (Associate Director grade) was 46% women.

04

We will put a gender lens on our experienced hire recruitment process, aiming for gender balance through the use of gender-neutral language in job advertisements, gender balanced candidate pools, and gender balance in interview panels.

05

We will establish a return-to-work programme, focussed on supporting skilled women who have been out of the workplace to return to the workplace.

06

We will develop a formal sponsorship programme, aimed at ensuring that women are supported through the career progression process.

07

We will continue to encourage men to take family leave to foster a workplace culture that supports and promotes gender equality of parental and caring responsibilities.

08

We will continue to take a data driven approach to gender equity, with a particular focus on reviewing and monitoring our performance management, promotions, pay review and bonus processes with a gender lens.



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