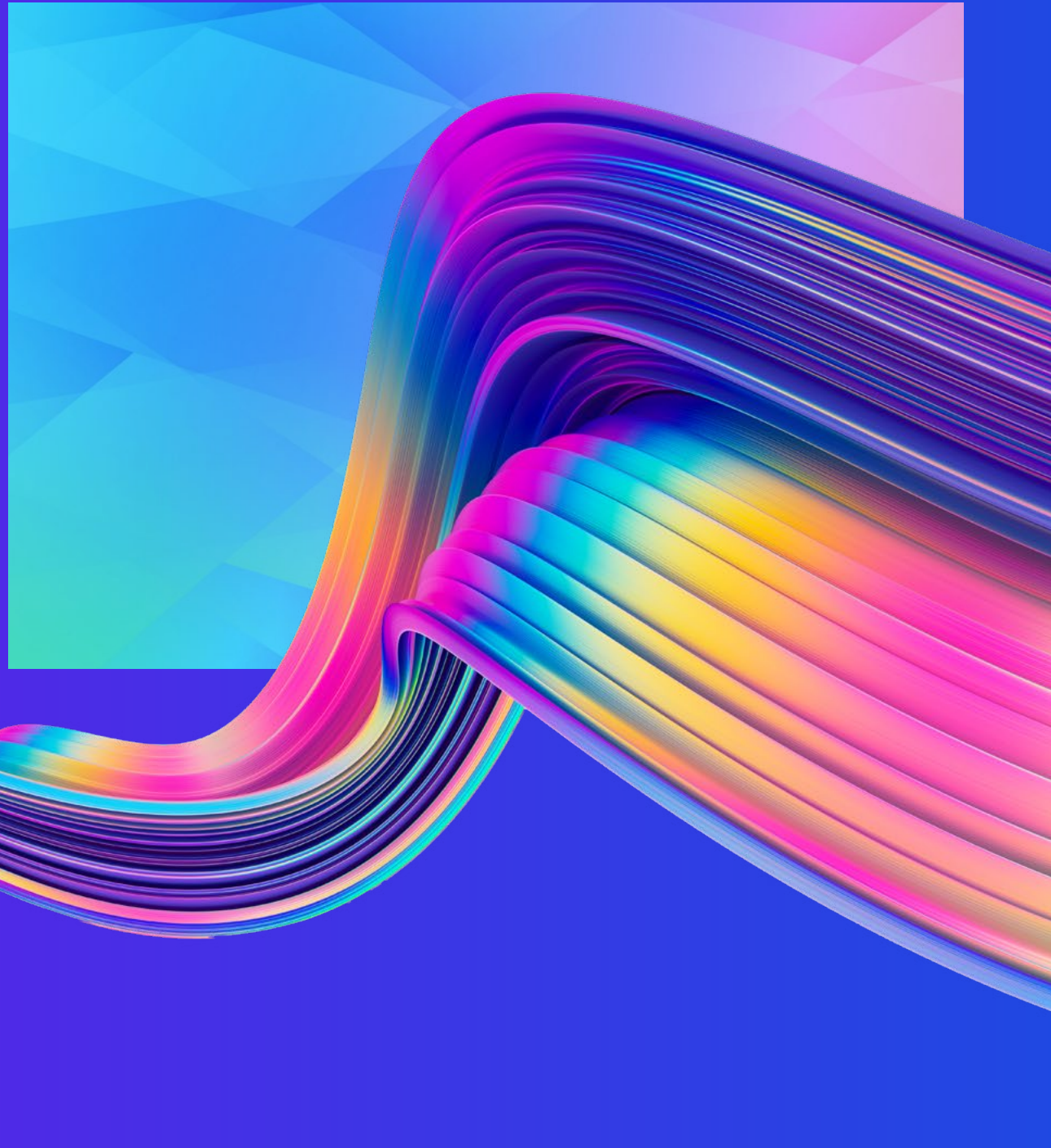




Gender Pay Gap Report 2024

Ireland



Inclusion, Diversity & Equity at KPMG

We are pleased to present the latest KPMG Ireland Gender Pay Gap report, which reflects our ongoing commitment to fostering an inclusive and equitable workplace. This year, we are encouraged to report that our mean gender pay gap has improved from last year. We also reached 50% women in our new partner promotions. These positive changes are an indication that our Gender Action Plan is working as we continue to strive toward greater gender balance at the most senior levels of our Firm.

While we celebrate this advancement, we recognise that there is still work to be done. Our goal is to continue this momentum and further embed the principles of our Gender Action Plan into every aspect of our organisational practices. We remain steadfast in our commitment to ensuring that every employee, regardless of gender, can thrive with us and reach their career ambitions.

As we look forward to the coming year, we are hopeful that our sustained efforts will lead to continued progress. By focusing on our Gender Action Plan and its implementation, we aim to build on the success we have achieved and increase the number of women in senior leadership roles which will in turn help to further close the gender pay gap within our organisation.



Seamus Hand

Managing Partner
KPMG Ireland



Karina Howley

Head of Citizenship and Diversity
KPMG Ireland

Introduction

The Gender Pay Gap Information Act 2021 introduced Gender Pay Gap Reporting obligations for all public and private organisations. In 2024, organisations with 150 or more employees must report on their gender pay gap. 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 eliminate or reduce the gaps.

A gender pay gap is distinct from equal pay, which means paying women and men the same salary for equal work.

As mandated by legislation, our figures pertain 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 applies 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.

This data is based on a 12-month lookback from our chosen snapshot date of 30 June 2024.

Key Metrics Explained



The Mean Pay Gap

The mean gender pay gap measures the difference in average hourly earnings, including bonuses, between women and men.



The Median Pay Gap

The median gender pay gap compares the median hourly pay (including bonus) of the middle-paid woman and the middle-paid man by ranking all employees from highest to lowest pay and taking the middle value.



The Quartiles

Pay quartiles divide all employees into four equal groups based on pay levels. The proportion of men and women in each quartile shows gender representation at different organisational levels.



As we continue to strive for equality within our organisation, addressing the gender pay gap remains a top priority. At KPMG Ireland, we are committed to transparency and accountability in our efforts to create a more inclusive workplace

Colm Gorman

Partner and Head of People
KPMG Ireland

Gender Pay Gap Figures

Mean - Pay & Bonus



8.8%

PAY GAP

21.8%

BONUS GAP

Median - Pay & Bonus



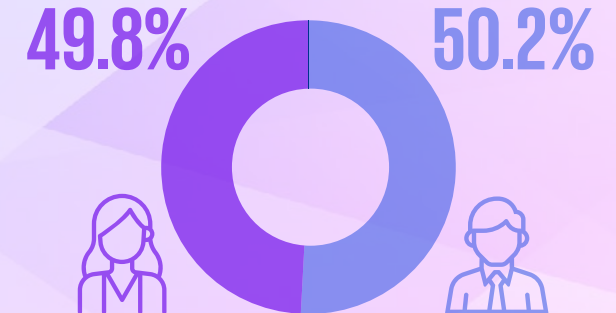
-4.4%

PAY GAP

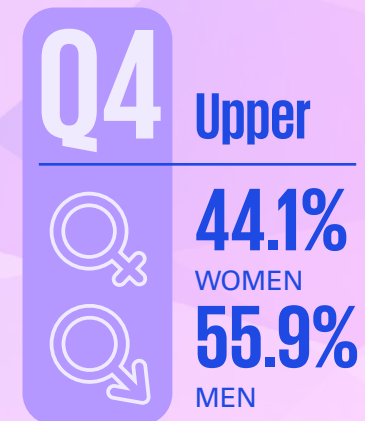
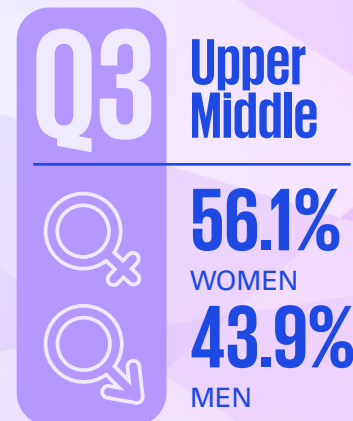
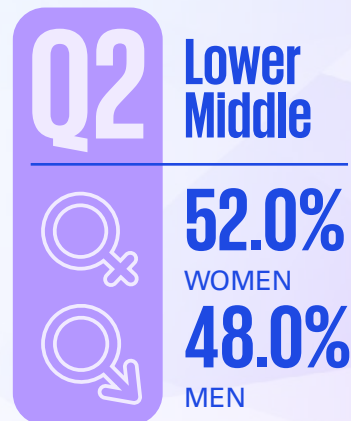
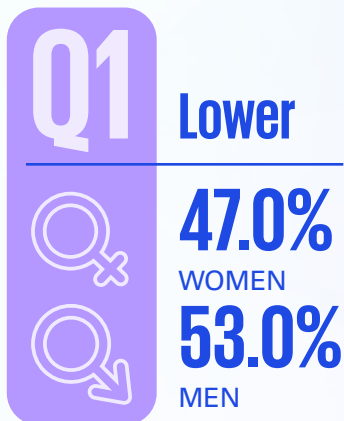
13.0%

BONUS GAP

Firm Gender Breakdown



Percentage of women & men when divided into four quartiles



Gender Pay Gap Figures (cont.)

Proportion of bonus received



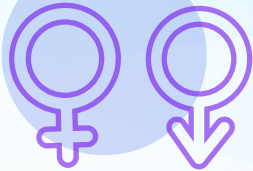
89.4%

WOMEN

86.1%

MEN

Proportion benefits in kind



100%

WOMEN + MEN

Pay Gap of Part-time Employees

60.4%

MEAN GAP PAY

72.2%

MEDIAN GAP PAY



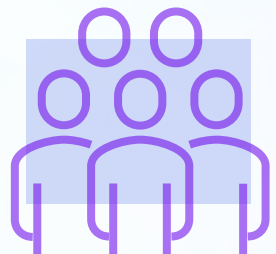
Pay Gap of Temporary Employees

-2.6%

MEAN GAP PAY

-2.2%

MEDIAN GAP PAY



Partners

While the legislation doesn't require us to include partners in our gender pay gap analysis, we believe in transparency and addressing gender equity across the entire organisation. Our partner gender pay gap is 8.3%, an improvement from 12.3% last year. Overall, our mean pay gap when partners are counted is 39.2%, which is also an improvement down from 42.7% last year.

In 2024, we were delighted to announce that 50% of our new partner promotions were women. Currently, 22% of partners are women and 78% are men. We aim to continue to bring greater gender balance to our partnership by retaining female talent and supporting their career progression through targeted programmes and leadership initiatives.

Understanding the Pay Gap



Mean & Median Pay Gap

The mean gender pay gap (8.8%) is influenced by the higher representation of men in the most senior positions and their longer tenure compared to women. It is also affected by certain business areas that have traditionally been male dominated.

The median gender pay gap (-4.4%) shows that the median hourly pay for women is higher than that for men when ranking hourly pay amounts in ascending order for both groups.



Mean & Median Bonus Gap

Our mean and median bonus gaps, of 21.8% and 13.0% respectively, are primarily influenced by the higher proportion of men in senior roles, which are eligible for larger bonuses. Additionally, both are affected by employees who have worked only part of the year—such as those joining mid-year or working part-time—and thus receive a prorated bonus. Employees on extended leave, including career breaks, maternity leave, and parental leave, also impact this figure.



Quartiles

When looking at our gender breakdown by quartile, we see that more men are in the upper quartile (55.9%), 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 higher than the number of men receiving a bonus (+3.3%).

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

Our female part-time workforce often hold more junior roles than our part-time males, leading to a larger mean pay gap of 60.4% and median pay gap of 72.2%.



Mean & median pay gap of temporary contract employees

Women make up 49.1% of our temporary workers. The mean pay gap (-2.6%) and median pay gap (-2.2%) indicates that women in this group have a higher average pay than men.

Addressing the Pay Gap

At KPMG, we are dedicated to cultivating an environment where all of our people have the opportunity to thrive and reach their full potential. Our commitment to inclusion, diversity, and equity is not just a statement but a fundamental part of who we are. We believe that a diverse and inclusive workplace fosters innovation, creativity, and a sense of belonging, which is crucial to our success.

To achieve this, we focus on five key areas: gender, LGBTQ+, ethnicity, disability, and social mobility. Each of these areas is important to ensuring that all our employees feel valued, respected, and empowered to contribute their unique perspectives and talents.

When it comes to gender, we recognise the importance of having more women in leadership roles and decision-making positions within our Firm. Our ambition is for 50% of new partner promotions to be women from 2025. This target is not just a number; it represents our commitment to creating a more equitable workplace.

To support this goal, we have continued to work to embed our Gender Action Plan throughout KPMG. This plan includes a range of initiatives designed to promote the progression of women within our Firm. From mentorship programs and leadership training to flexible working arrangements and family support services, we are dedicated to providing the resources and opportunities that women need to succeed.



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

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



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 continue to promote awareness of our Gender Action Plan throughout the Firm. We are beginning to see the benefits of these initiatives and anticipate that the impact will continue to grow in the coming year.

02

We will expand our Connect@KPMG programme, reaching an additional 100 women and growing the community within KPMG to nearly 300 people.

03

We will continue to strive for gender balance in our leadership programmes, aiding us in accelerating and building a balanced talent pipeline. The most recent intake of our Thrive programme (Director grade) comprised 56% women, and our Emerging Leaders programme (Associate Director grade) included 46% women.

04

We will conduct regular pay and bonus audits to identify and address any disparities.

05

We will continue to review and improve 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 on interview panels.

06

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

07

We will maintain a data-driven approach to gender equity, with an emphasis on reviewing and monitoring our performance management, promotions, pay review, and bonus processes from a gender perspective.

08

We will continue to collaborate with partner organisations like Women in Finance, Business in the Community Ireland, and the 30% Club, working together to accelerate progress towards gender equity.



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Produced by: KPMG's Creative Services. Publication Date: November 2024. (10968)