



Gender Pay Gap Report November 2025

Foreward

At Fitzgerald Power, we are proud to present our latest Gender Pay Gap report, reflecting our ongoing commitment to creating an inclusive and equitable workplace. This report highlights the progress we have made, as well as the opportunities that remain as we continue to drive gender balance across all levels of our Firm.

We are encouraged by the positive trends we are seeing, including improvements in our overall gender pay gap and increased representation of women in senior roles. These developments demonstrate that our Gender Action Plan is having a tangible impact, and they reinforce our belief that deliberate, focused initiatives can create meaningful change.

While we celebrate these achievements, we are mindful that true equality requires continuous effort. Our goal is to build on this momentum by embedding the principles of our Gender Action Plan into every aspect of our culture and operations. We are committed to ensuring that every member of our team, regardless of gender, has the support, opportunities, and encouragement they need to reach their full potential.

Looking ahead, we remain dedicated to advancing gender balance within Fitzgerald Power. By continuing to invest in initiatives that promote equality and inclusion, we aim to further close our gender pay gap and foster a workplace where everyone can thrive.

Stuart Fitzgerald
CEO, Fitzgerald Power

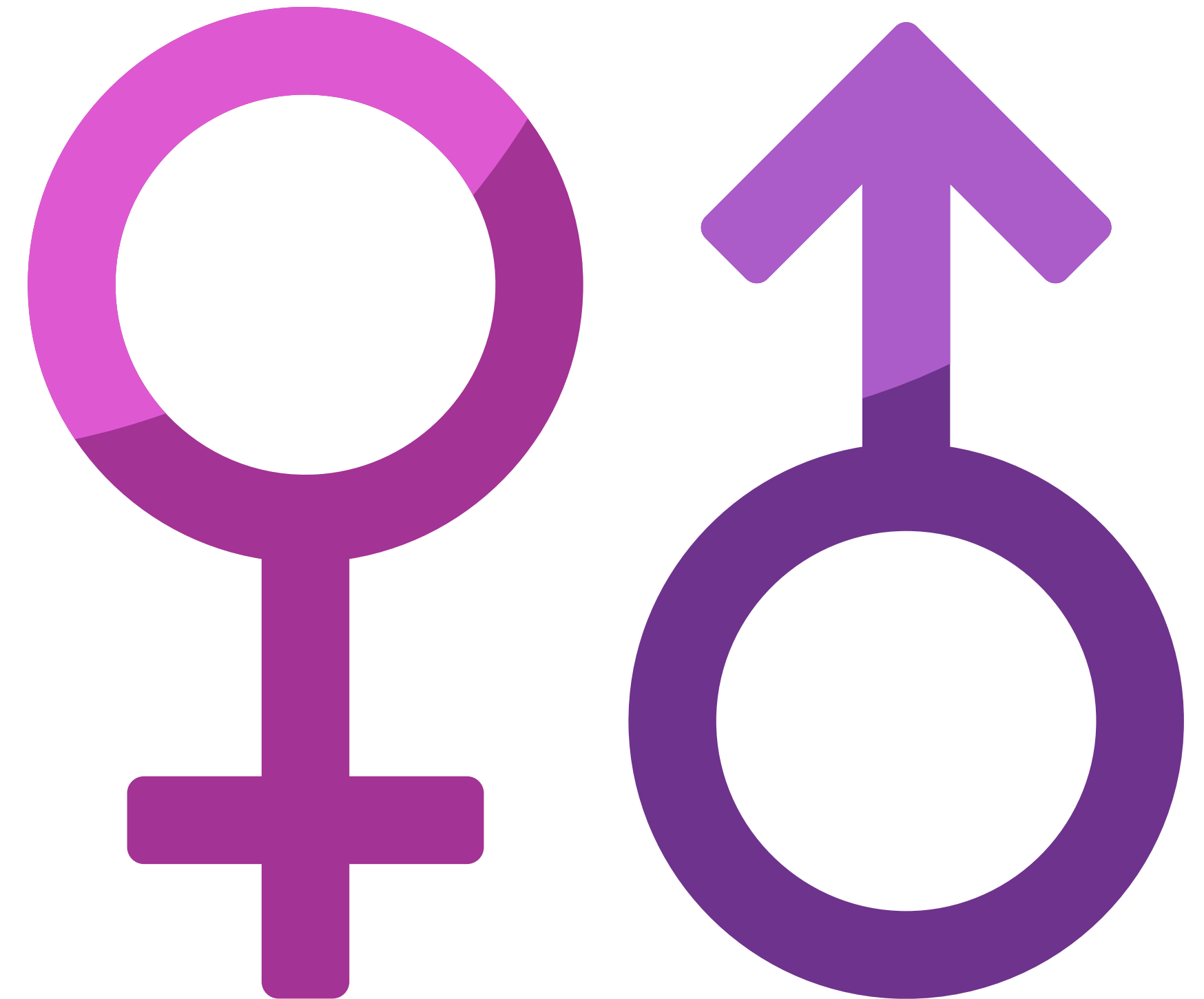


Understanding the Gender Pay Gap

The Gender Pay Gap (GPG) measures the difference in the average hourly pay of men and women across an organisation, expressed as a percentage of men's earnings. It reflects how evenly women are represented at different levels of the business.

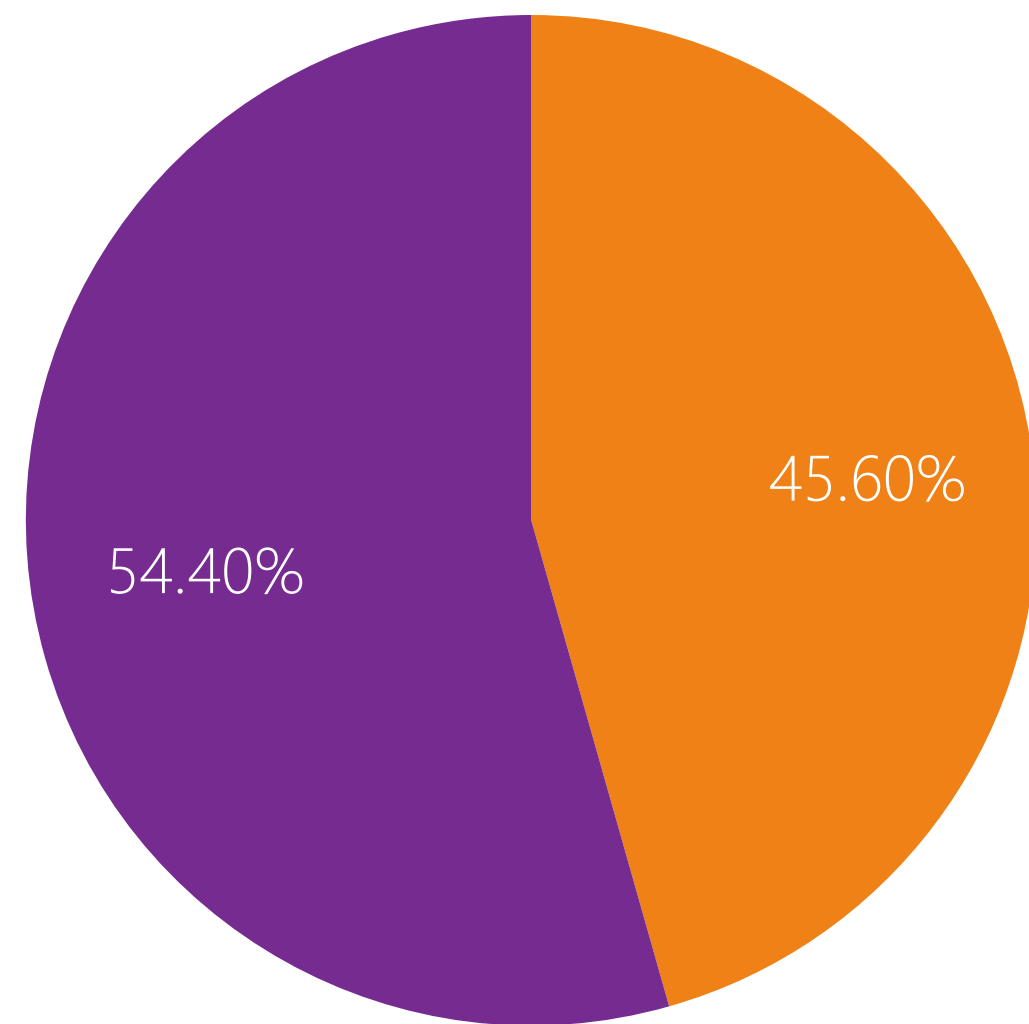
It is important to note that the Gender Pay Gap is not the same as equal pay. Equal pay compares men and women doing the same work and ensures that they are paid fairly for that work. Paying women less than men for the same role is illegal under Ireland's equality legislation.

While the Gender Pay Gap does not directly measure pay discrimination, it often highlights structural issues such as unequal representation of women in senior roles or higher numbers of women in part-time positions. Addressing the Gender Pay Gap therefore involves promoting gender balance across all levels of the organisation.



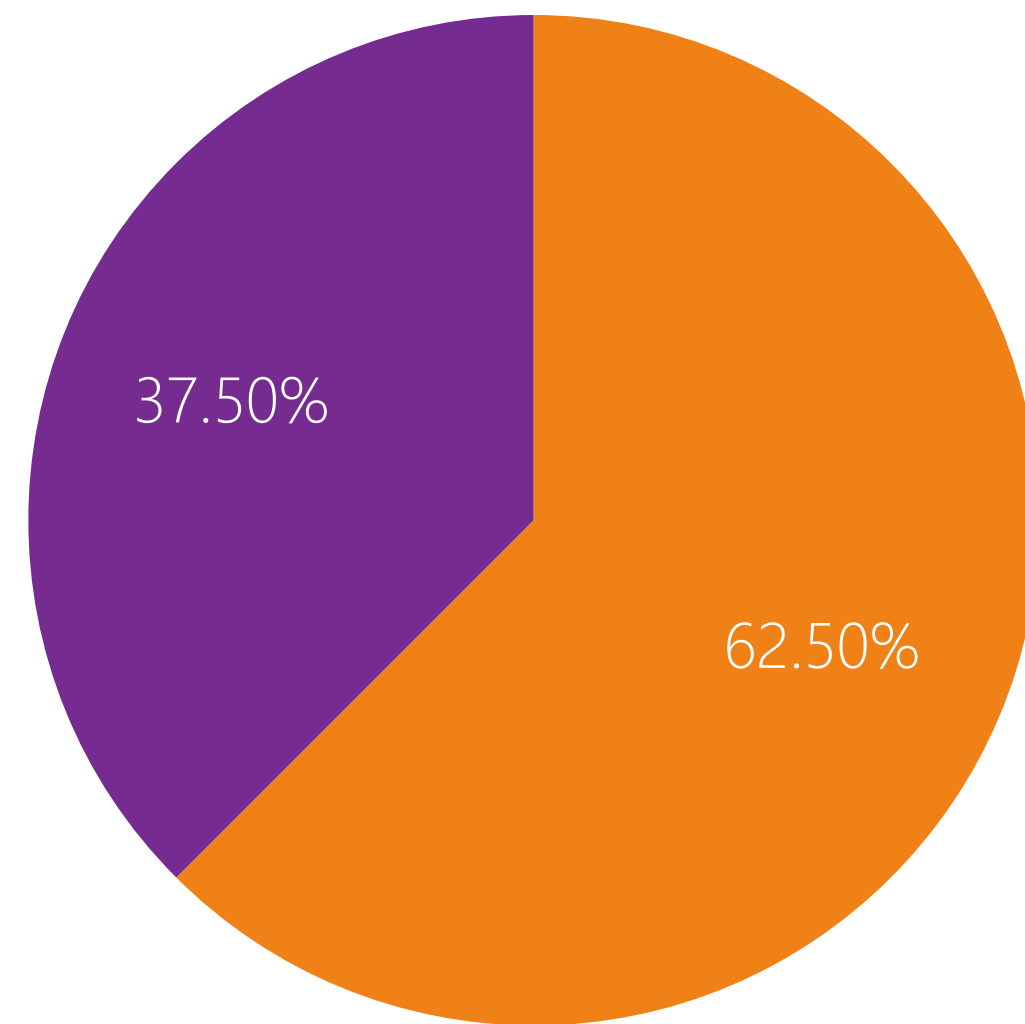
Gender Split

Whole Company



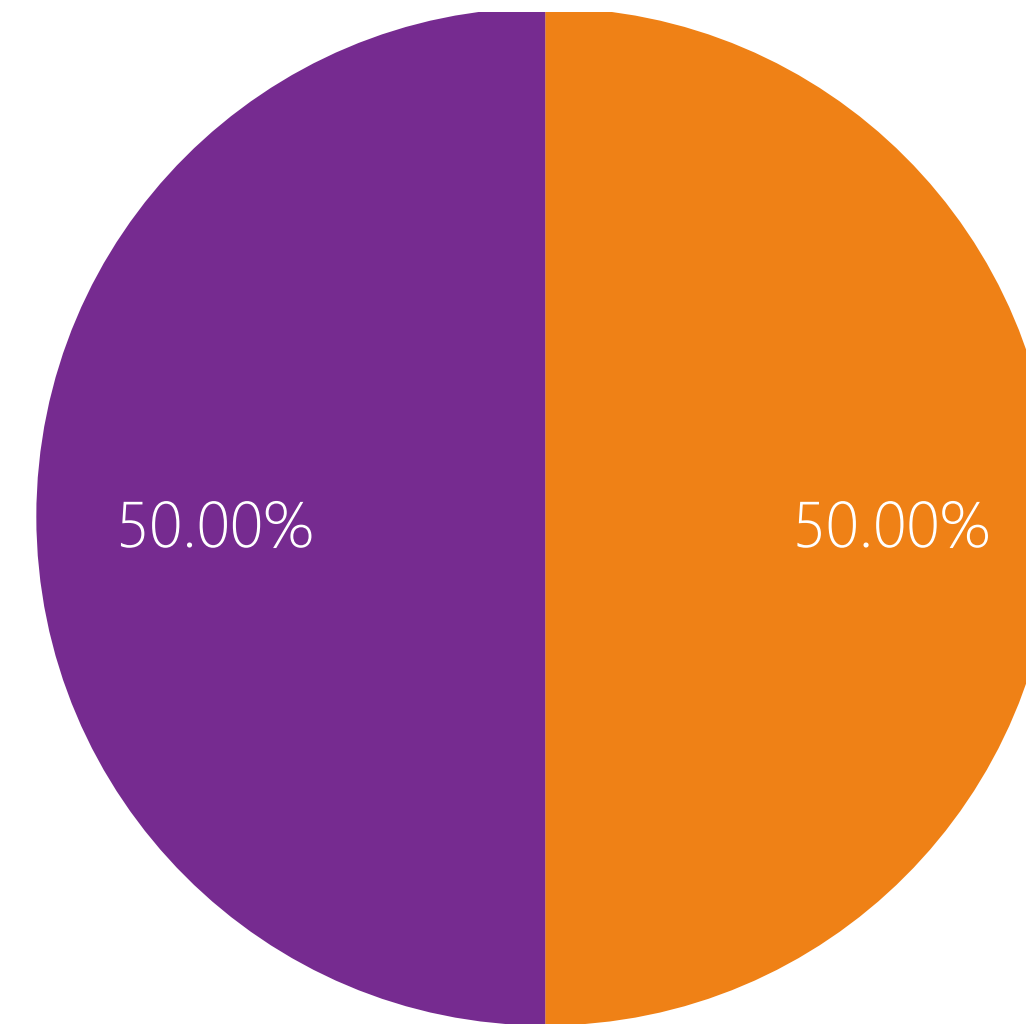
Male Female

SLT



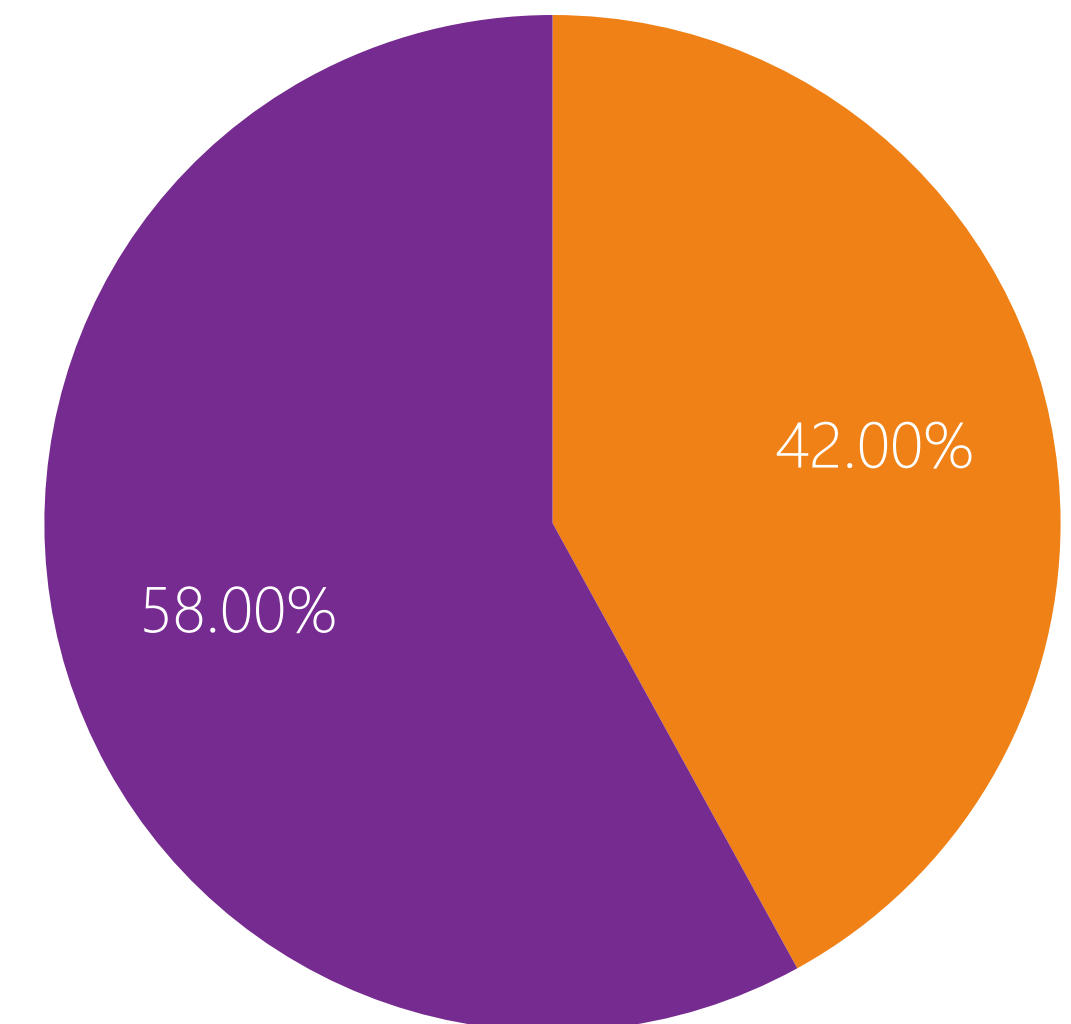
Male Female

Managers



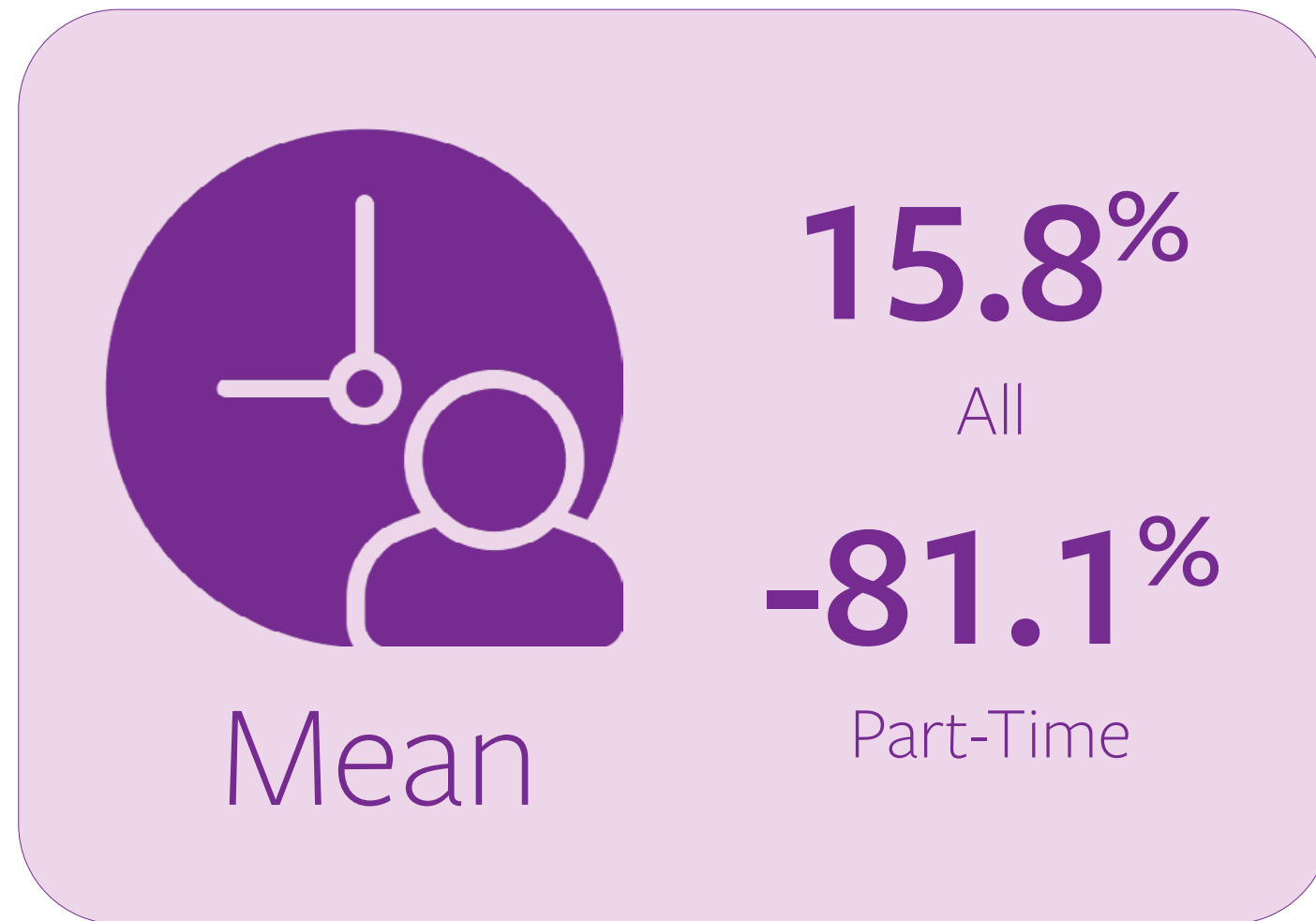
Male Female

Below Manager Level

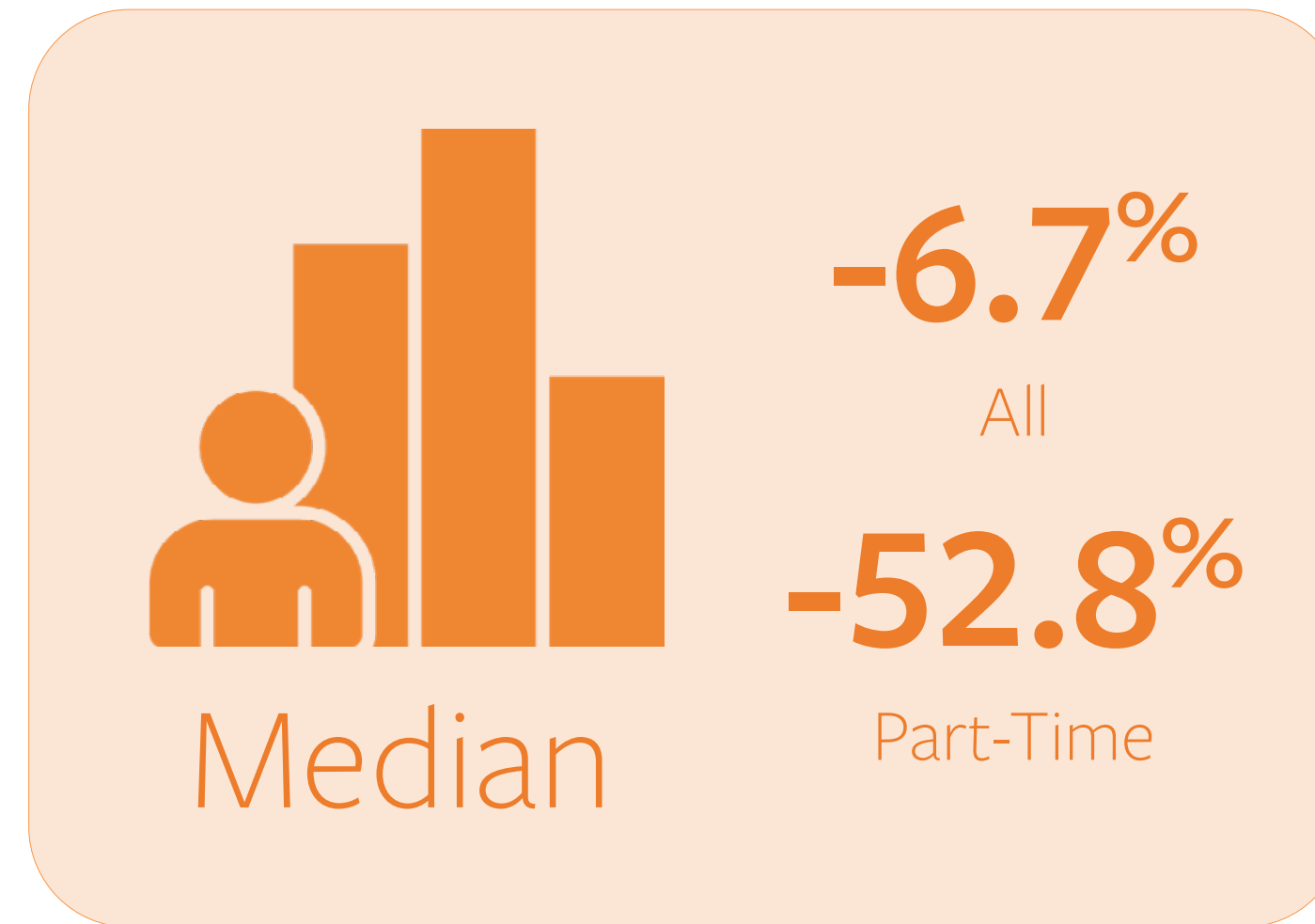


Male Female

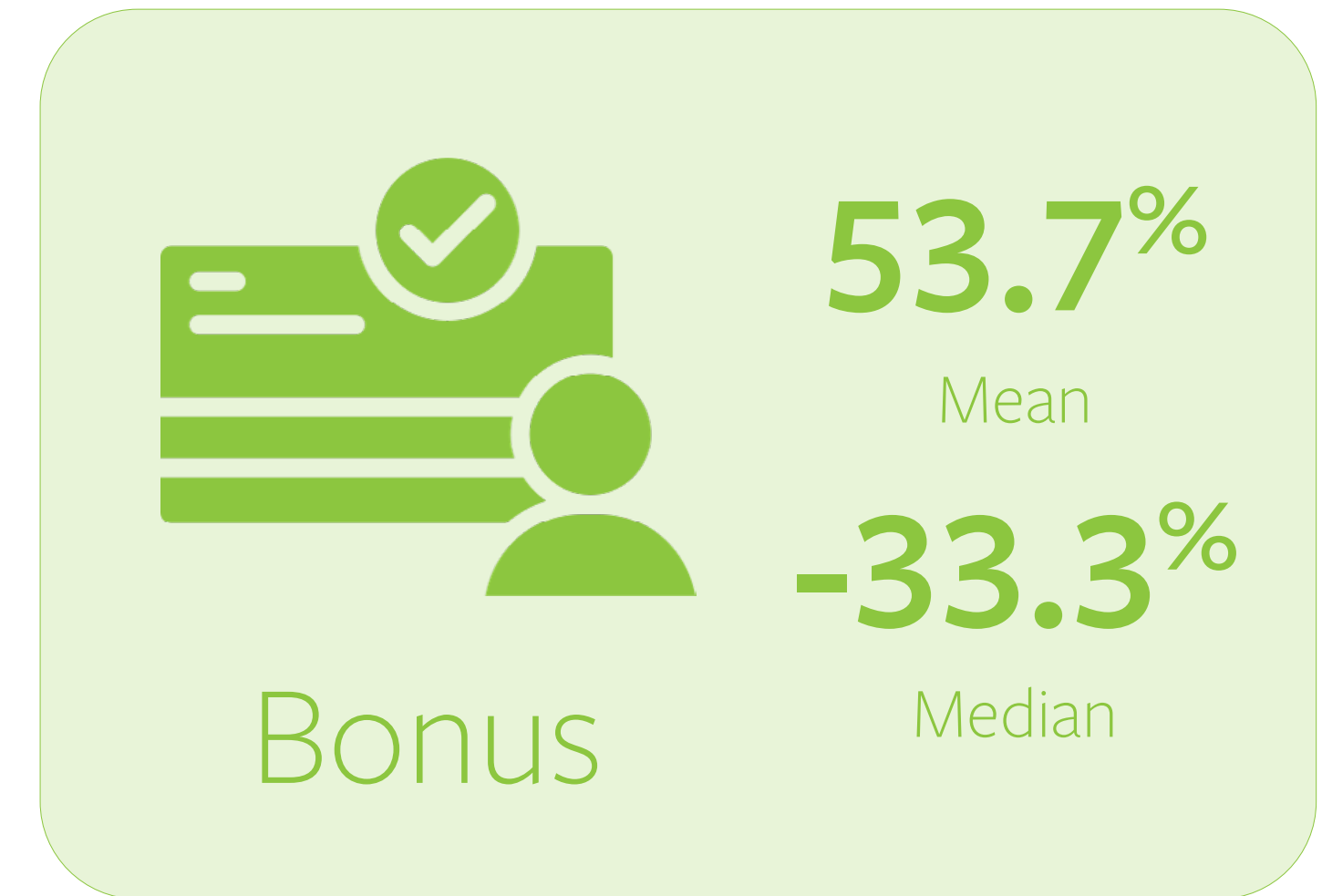
Hourly, Bonus & BIK Gender Pay Gap – Results



The mean gender pay gap (all) of 15.8% is influenced by the higher representation of men in more senior positions in particular at the leadership team level.



The median gender pay gap (all) of -6.7% shows that the median hourly rate for women is higher than that for men when ranking hourly pay amounts in ascending order for both groups. This is mainly influenced by more women in the lower middle and middle upper quartiles.



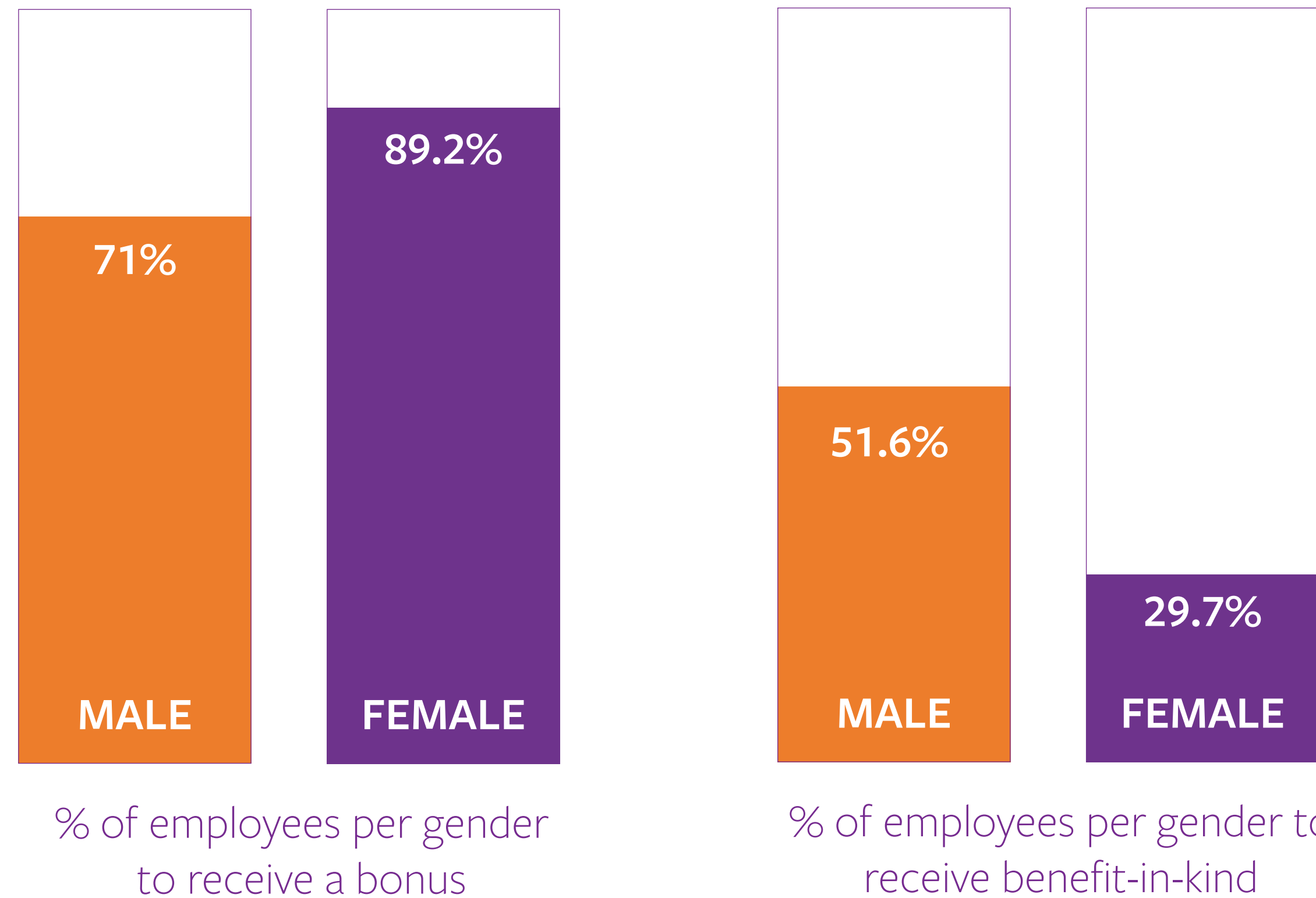
The mean bonus gap of 53.7% is influenced by the higher proportion of men in senior roles.

The median bonus gap of -33.3% shows that the median bonus for women is higher than that for men.

Bonus & BIK Gender Pay Gap – Results

The number of women receiving a bonus payment is higher than the number of men receiving a bonus. Male employees who did not receive a bonus in the snapshot period were not employees for the full year which is impacting this result.

The number of women that received a benefit-in-kind is lower than the number of men which includes the cost of professional subscriptions, course and exam fees.

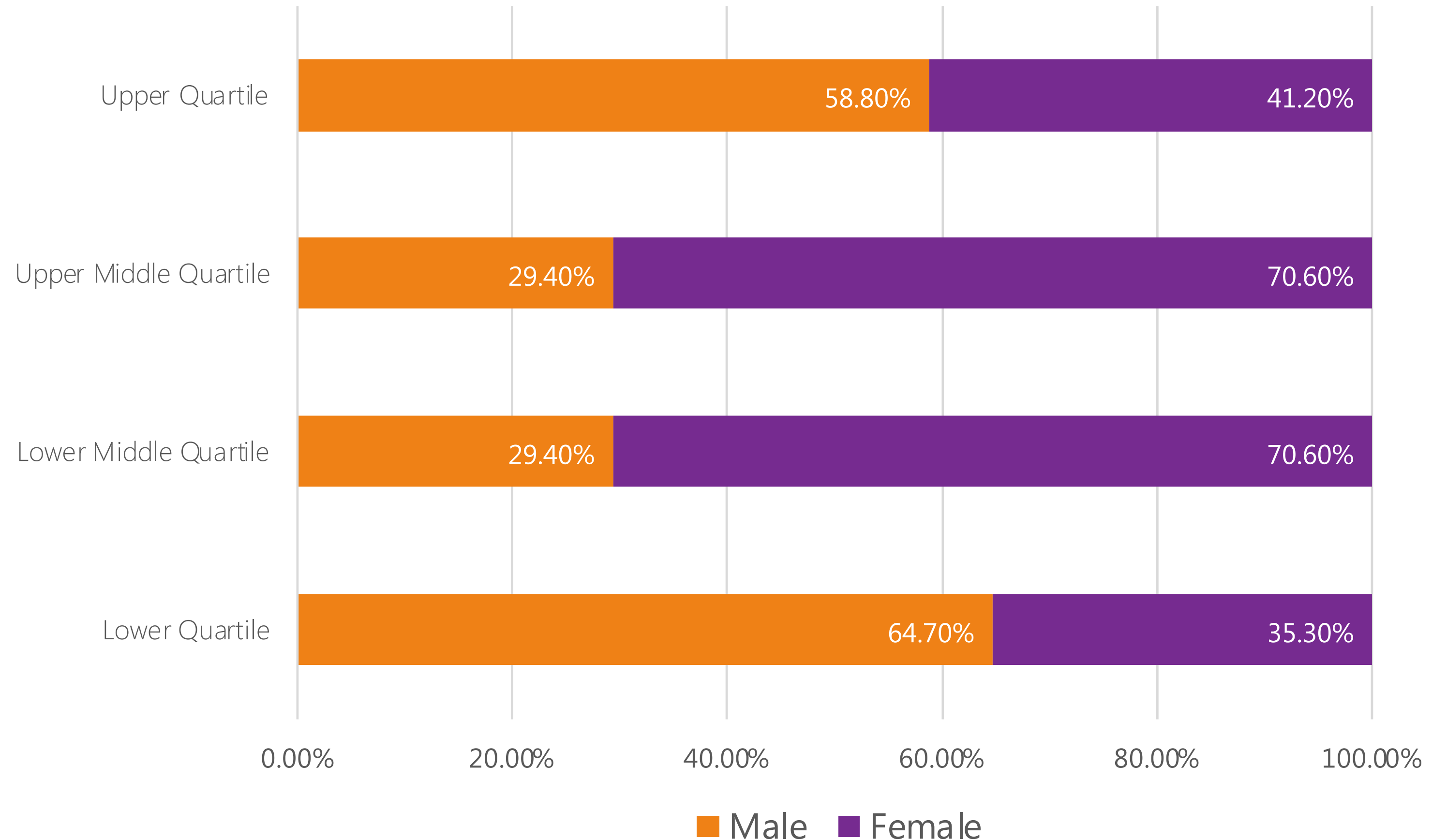


Quartiles – Results

There are more men in the upper quartile (58.8%), which is consistent with the finding that there are more men in senior positions.

There is a greater number of male interns and graduates which is influencing the higher percentage of men in the lower quartile.

The lower middle quartile is mainly driven by bookkeeping and payroll roles which is generally a more female dominated sector.



Actions

1. Leadership & Representation

- a. Maintain at least 50% women in management roles through 2027 (current baseline = 50%).
- b. Increase women's representation in the Senior Leadership Team from 37.5% to 45% by 2028

2. Career Development & Mentoring

- a. Launch a mentoring and sponsorship programme pairing senior leaders with mid-level female talent.
 - i. Match 100% of mid-level female employees with a mentor within 6 months of programme launch.
- b. Formalise “return-to-work” pathways for employees or new hires returning to work from extended leave.
 - i. Aim for 90% retention of employees returning from extended leave (maternity, carers, etc.).
- c. Offer leadership training with a gender balance focus.
 - i. Deliver training to 100% of people managers annually.
 - ii. Aim for 50% female participation across all leadership training cohorts.

3. Recruitment & Progression

- a. Ensure 100% of new job postings pass a gender-neutral language check.
- b. Require at least one woman and one man on 95% of interview panels.
- c. Agencies must present shortlists that are at least 30% women.
- d. Publish an annual progression report with a goal that promotion rates for women remain within $\pm 5\%$ of men.

Actions

4. Workplace Flexibility & Support

- a. Enhance flexible & hybrid working options including part-time career progression pathways.
- b. Family relates supports, such as:
 - i. Paid leave for early pregnancy loss or fertility treatment.
 - ii. Provide up to 10 days paid leave per year.
 - iii. Target 50% uptake by men by 2028 (to normalise shared care).
 - iv. Offer a minimum of 3 paid carer's days per year.
 - v. Enhanced parental leave with active encourage for men to avail of it.
 - vi. Support for employees with caring responsibilities.

5. Culture, Inclusion & Education

- a. Host annual awareness sessions on unconscious bias and inclusive leadership for all staff.
- b. Deliver training to 100% of employees every two years.
- c. Celebrate gender balance progress through internal communications (Townhall), mentoring events and knowledge-sharing.
- d. Host at least two internal gender-equity events per year.

6. Community & External Engagement

- a. Join national or sectoral gender equality networks (e.g., 30% Club Ireland, Women in Finance Charter or BITC Ireland’s “Elevate” initiative).
- b. Participate in outreach or mentoring programmes with universities to support women entering accounting and finance professions.
- c. Continuing The Shona Project mentorship programme, empowering the next generation of female talent through guidance and sponsorship from senior leaders
- d. Ensure minimum of 5 mentors from Fitzgerald Power participate annually.
- e. Promote role models, publish a minimum of 6 spotlight stories of women at different levels in FP to inspire others internally and externally.

Head Office

Greyfriars
Waterford
X91 K2WV

T: (0)51 870152
F: (0)51 871214

Waterford

Saint John's Parish Hall
Catherine Street
Waterford
X91 X827

T: (0)51 870152
F: (0)51 871214

Dublin

50-56
Merrion Road
Dublin
Do4 V4K3

T: (0)1 4693739
F: (0)51 871214

fitzgeraldpower.ie

info@fitzgeraldpower.ie

