



# Gender Pay Gap Report 2022

FINEOS Ireland



# A Message from our Chief People Officer

Diversity, Equity and Inclusion are at the very foundation of our culture here at FINEOS. As part of our Principal People Objective to “drive Organizational Health to gain competitive advantage and create a great place to work,” we are committed to recognizing the value of diversity among our employees, which includes intentionally building a work environment where all employees feel included and valued both irrespective to, and because of, their differences.

This is our first Gender Pay Gap Report, and it reflects our continued focus on DEI within FINEOS and the technology industry. This report outlines our gender pay profile in Ireland and highlights current and future action areas in addressing the gap as part of our established commitment to DEI through our Embrace Program.

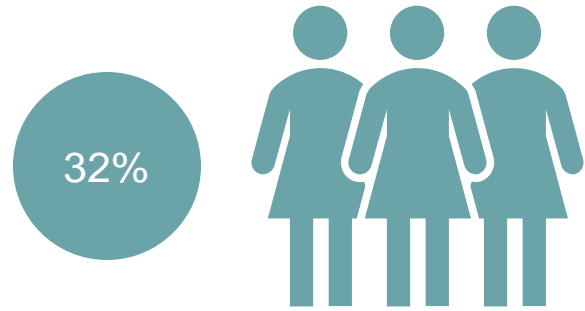
We are proud of our FINEOS DEI journey to date and look forward to continuing to evolve gender pay equity and gender representation within FINEOS and our industry.

Joanne McMullan  
Chief People Officer, FINEOS

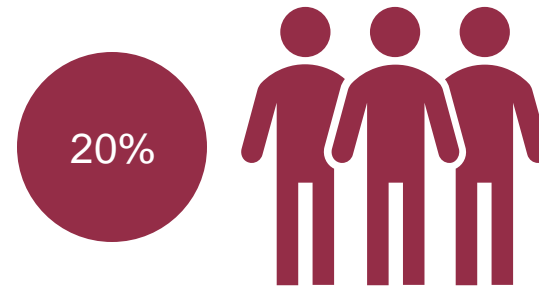
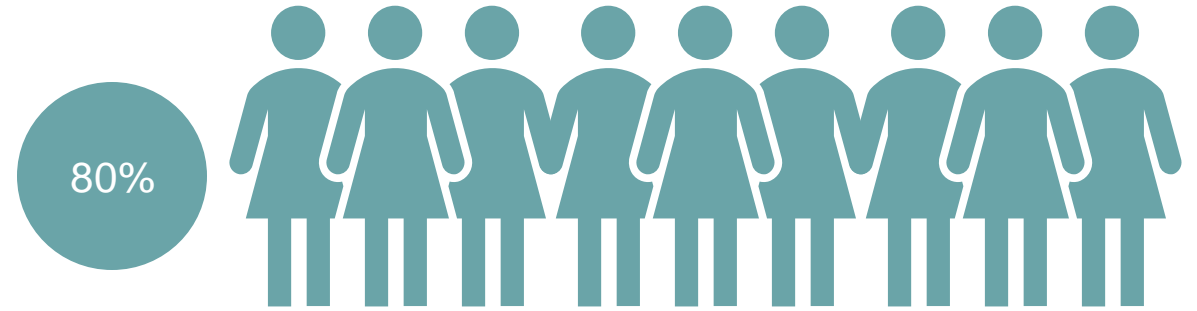


# Our Workforce

## All Employees



## Part-time Employees



*\*based on 380 employees active on snapshot date in Ireland*

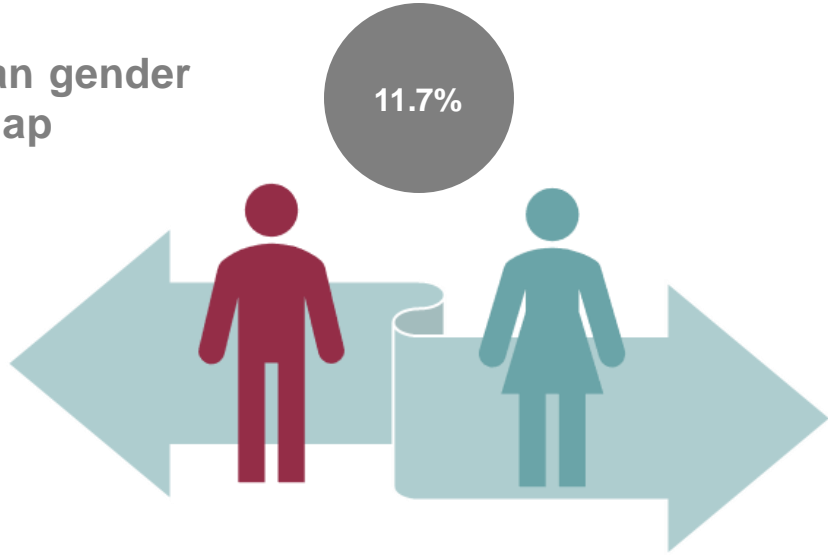
*\*based on 15 employees active on snapshot date*

*Note - This report is based on legal gender categories. We acknowledge that our people may identify differently.*

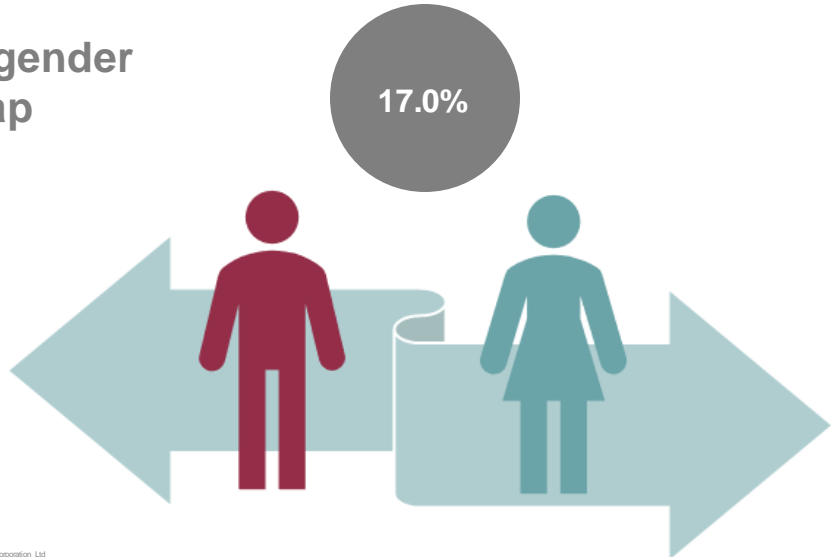


# The FINEOS Gender Pay Gap

Median gender pay gap

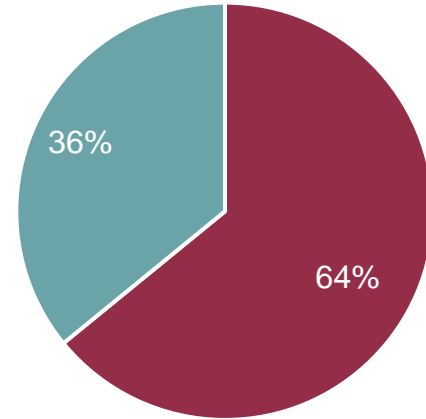


Mean gender pay gap

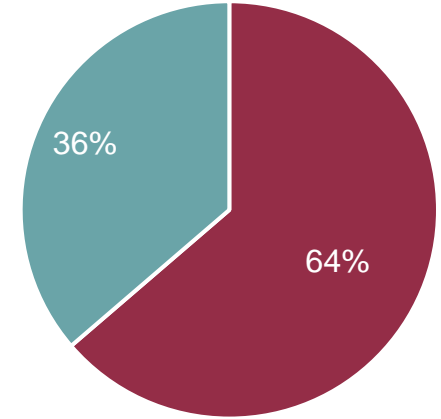


## Pay Quartiles

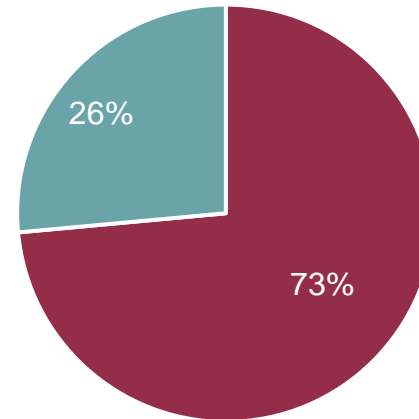
*Lower Quartile*



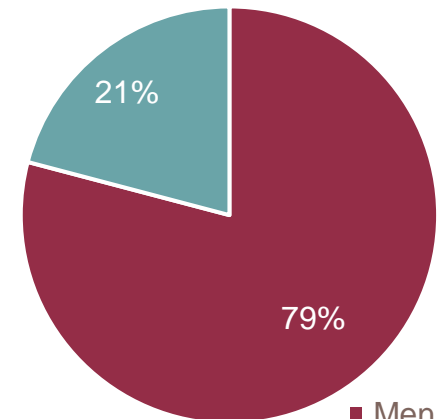
*Lower Middle Quartile*



*Upper Middle Quartile*



*Upper Quartile*

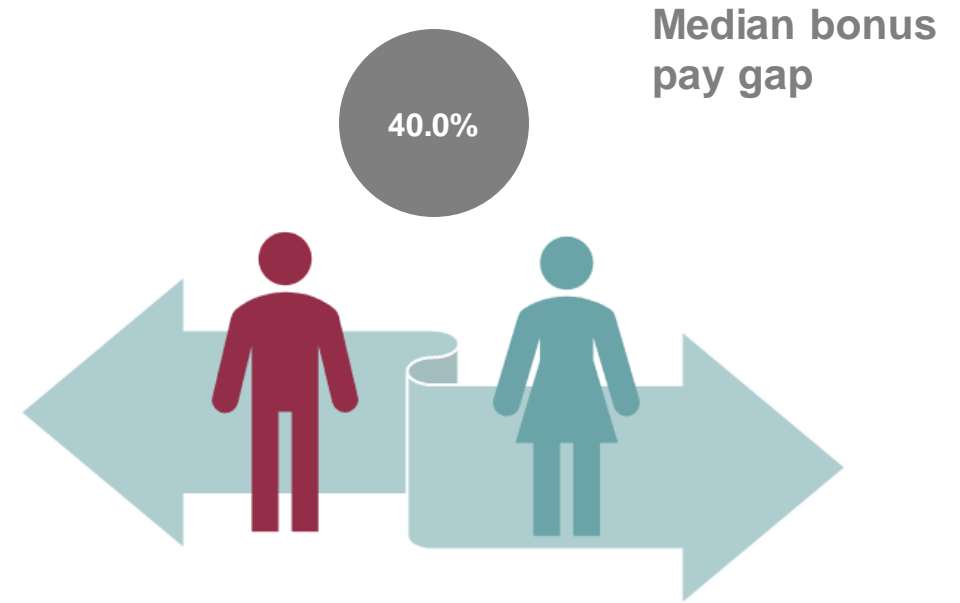
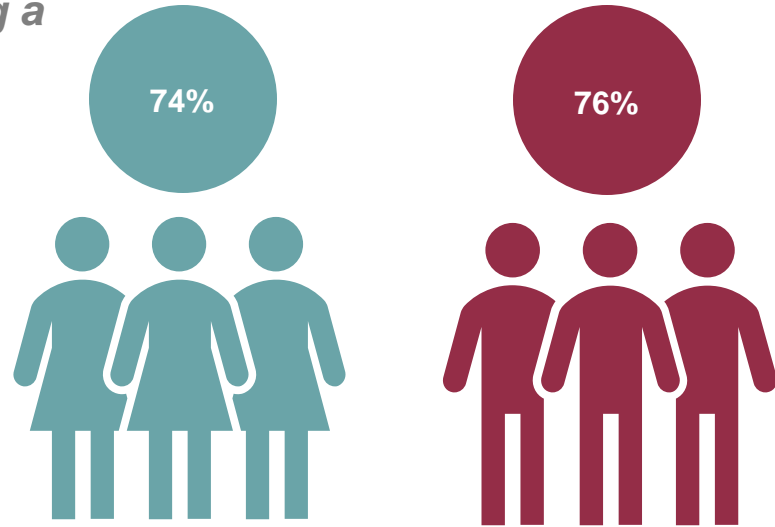


■ Men  
■ Women

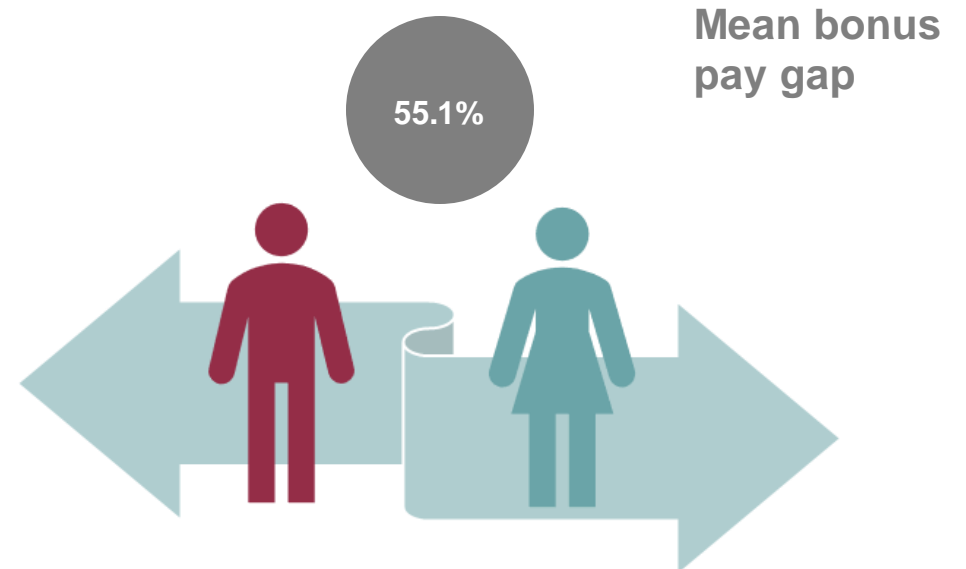
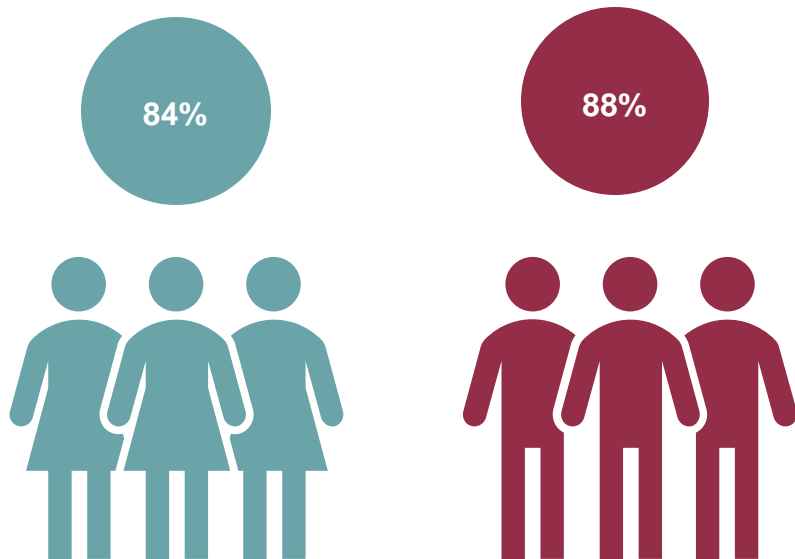


# The FINEOS Bonus Pay Gap

*% Receiving a bonus*



*% Receiving benefits-in-kind*



# Understanding Our Figures

- At FINEOS, we compensate our employees based on their role, skill level, experience, and performance. It is important to note that the Gender Pay Gap does not compare those in similar roles. It compares the payment of all men and women across the workforce regardless of skills, qualifications, or experience.
- **Our female representation:** The Information and Communication Technology (ICT) sector has traditionally been male-dominated. Currently only 32% of ICT employees are female (Source: [Information and Communications Technology: A Value Chain Analysis 2019, CSO](#)). As we recruit employees based on qualifications and experience, this adds to the challenge of increasing female representation, particularly at senior levels. The gender split of our workforce currently matches the sector average of 32% female to 68% male.
- **Our gender pay gap:** While our mean gap is 17%, our median of 11.7% is comparable to the average in Ireland of 11.3%, and below the EU average of 13% (Source: [Statistics | Eurostat \(europa.eu\)](#)). Our mean is much higher than our median partially due to the high proportion of men at senior executive level. When we remove our Board and leadership team from our data, the mean reduces to 13.0%. We also have a higher proportion of men than women in departments involved in out-of-hours work. When we remove out-of-hours pay from the calculations, the mean gender pay gap reduces to 14.9%, while the median reduces to 7.7%.
- **Our bonus pay gap:** Our bonus payments include contractual or performance-related bonuses, commissions, referral awards, long service awards, and peer-recognition awards. While a similar percentage of men and women received a bonus payment, more men than women received a performance-related bonus (due to the nature of the roles at FINEOS), which are generally of higher monetary value than referral, service or recognition awards. As a result, there is a mean pay gap of 55.1% and a median of 40%. If we were to exclude the senior executive group, these figures would reduce to 39.4% and 25.0% respectively.



# Addressing the Gender Pay Gap at FINEOS

- **Women in Tech** - As part of championing gender balance in our industry, we are committed to supporting STEM initiatives. We will also expand our Employee Resource Groups (ERGs) to include gender-related topics such as Women in Tech.
- **Flexibility** - We continue to promote and evolve our FINEOS Flex program, which includes our hybrid work model to support our inclusive working environment for people of all genders.
- **Learning and development** - We continue to develop our people and ensure we have an inclusive mix of employees attending our development programs.
- **Talent Acquisition** - Through the use of language, technologies and interview training in areas such as unconscious bias, we continue to ensure equitable processes and procedures.



# Appendix: 2022 Gender Pay Gap Information Act Reporting Requirements

(Snapshot date: 30 June 2022)

## Glossary

**Mean** – this is calculated by adding the hourly payment of all employees together and dividing by the number of employees

**Median** – this is calculated by ordering the hourly payment of all employees from smallest to largest and finding the middle value

**Quartiles** – these are found by ordering the hourly payment of all employees from smallest to largest and dividing them into 4 sections.

**Bonus payments** – this includes contractual and performance-related bonuses, commissions, referral awards, long service awards, and peer-recognition awards.

**Benefits-in-kind (BIK)** – this refers to non-cash benefits, e.g. health insurance.

Gender Pay Gap Requirements	Percentage
Mean hourly gender pay gap (all)	17.0%
Mean hourly gender pay gap (Part-Time)	12.6%
Mean hourly gender pay gap (Temporary contract)	N/A
Median hourly gender pay gap (all)	11.7%
Median hourly gender pay gap (part-time)	22.3%
Median hourly gender pay gap (Temporary contract)	N/A
Mean hourly bonus gender pay gap (all)	55.1%
Median hourly bonus gender pay gap (all)	40.0%
Percentage of employees per gender to receive a bonus remuneration	76.4% (M)
	74.4% (F)
Percentage of employees per gender to receive benefits-in-kind	87.6% (M)
	84.3% (F)
Percentage of employees within lower remuneration quartile	64.1% (M)
	35.9% (F)
Percentage of employees within lower middle remuneration quartile	64.1% (M)
	35.9% (F)
Percentage of employees within upper middle remuneration quartile	73.6% (M)
	26.4% (F)
Percentage of employees within upper remuneration quartile	79.1% (M)
	20.9% (F)

