

GENDER PAY GAP

Ireland, 2022

>> About this report

Concentrix has completed its Gender Pay Report for 2022. This is based on data taken on 30th June 2022.

Gender Pay Reporting is a comparison between men and women's average hourly rates of pay, which is then reported as a mean and median. This is different from Equal Pay, which denotes that employees cannot receive less pay than a colleague for the same or similar job, due to their gender.

All employees in Ireland have a legal right to equal pay and this is something Concentrix is committed to ensuring.

New legislation for Ireland means that Concentrix is legally obliged to report and publish information on its gender pay gap.

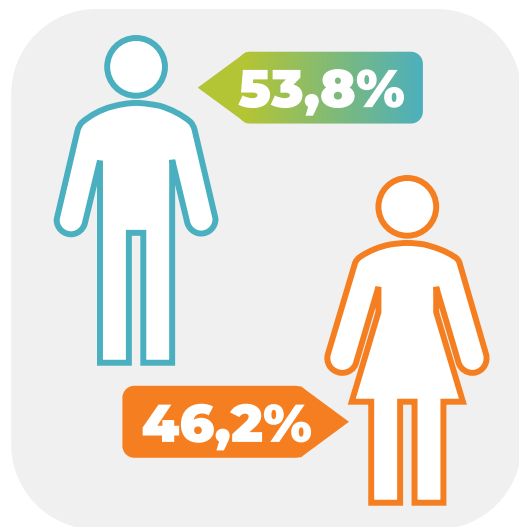


>> Summary of the findings

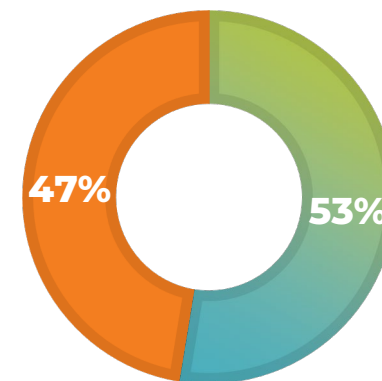
In Ireland, the mean hourly gender pay gap is 0.7% for full time employees and 17.8% for part-time employees.

The median hourly gender pay gap is 24.53% between our male and female staff working full time and 19.36% for those working part-time. We see the difference in part-time male and female remuneration because of the higher number of part-time female employees. Males comprise 57% of our top quartile of earners. When assessed per quartile, the gender pay gap is lower for a majority of the quartiles.

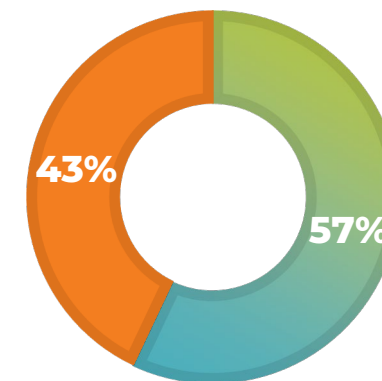
% of male and female employees



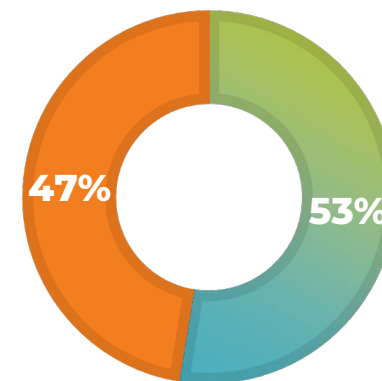
Males and Females in each quartile pay band:



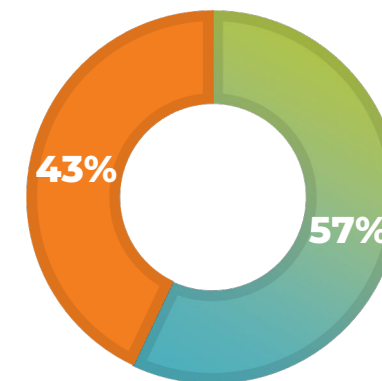
LOWER QUARTILE



LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE

● Male ● Female



THANK YOU!

Reach your goals and then reach even farther.