

1 INTRODUCTION



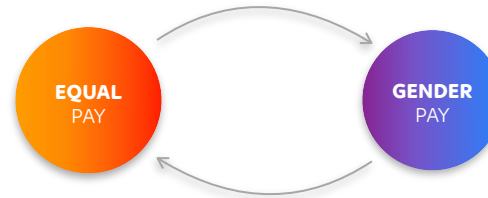
New Irish legislation requires organisations with more than 250 employees to publish their gender pay gap figures.

2 GENDER PAY VS EQUAL PAY

Gender Pay is often confused with **Equal Pay** but they are not the same thing.

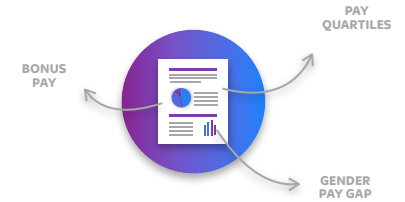
Gender pay looks at the average pay of men and women across the whole business, regardless of role or seniority.

Equal pay looks at the difference in pay between a man and a woman doing the same role, with the same skills and experience.



3 THE CALCULATIONS

We are required to publish figures on **bonus pay**, our **pay quartiles** and the **Gender Pay Gap**.



4 OUR RESULTS - SKY IRELAND

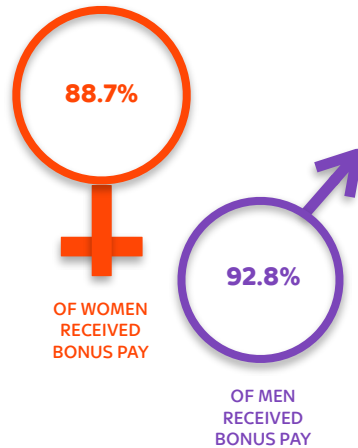
GENDER PAY GAP

EVERYONE	MEAN	MEDIAN
PAY GAP	7.2%	5.7%
BONUS GAP	23.7%	18.7%

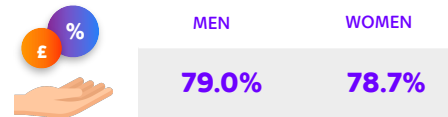
PART TIME	MEAN	MEDIAN
PAY GAP	-0.1%	1.8%
TEMP WORKERS	MEAN	MEDIAN
PAY GAP	-69.7%	-69.7%



BONUS AWARDS

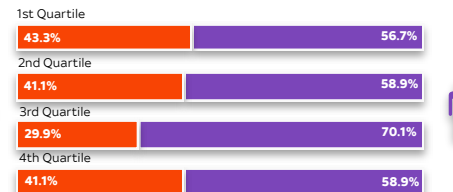


BENEFIT IN KIND



PAY QUARTILES

Proportion of male and female employees by quartile pay bands



5 EXPLAINING THE FIGURES

The vast majority of organisations have a gender pay gap. Our **gender pay gap** and our **bonus gap** are caused by having proportionally more men than women in our higher pay quartiles.

EQUAL PAY IS NOT THE ISSUE, GENDER REPRESENTATION IS



There is a small difference in the number of men and women receiving bonuses, mostly driven by a higher representation of women in our newest hires. Employees that joined from 1 October 2021 are not eligible for a bonus in this year. They are also not eligible for incentives during training.