

THE IRISH TIMES

GENDER PAY GAP REPORT

The Irish Times DAC
Date: 1st November 2025



GENDER PAY GAP

INTRODUCTION

At The Irish Times, we are committed to fostering a workplace that values equity, transparency, and inclusion. As part of this commitment, we publish our Gender Pay Gap Report to provide a clear and honest account of how we are progressing toward gender parity in pay across our organisation.

Understanding and addressing this gap is essential to ensuring that all employees have equal opportunities to thrive, regardless of gender.

This report outlines our current gender pay gap figures and details the actions we are taking to close it. While we acknowledge that there is still work to be done, we remain dedicated to creating a fairer and more inclusive workplace for everyone.

REPORTING EXPLAINED

The gender pay gap, not to be confused with the issue of equal pay, shows the difference in the Mean (average) and Median hourly rate of pay between women and men in an organisation, expressed as a percentage of average male earnings.

Organisations are required to follow a calculation methodology set out by the Gender Pay Gap Information Act 2021 to report their mean and median pay gaps across a number of data sets;

There are seven reporting requirements:

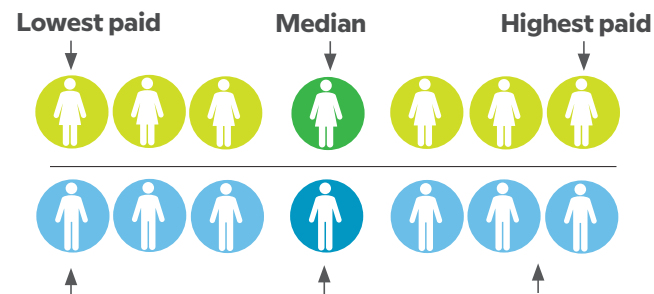
1. The mean and median pay gap in hourly pay between male and female employees
2. The mean and median pay gap in hourly pay between part-time male and female employees
3. The mean and median pay gap in hourly pay between temporary male and female employees
4. The mean and median bonus pay gap between male and female employees
5. The percentage of male and female employees who received bonus pay
6. The percentage of male and female employees who received benefit in kind
7. The percentage of male and female employees in each of four pay band quartiles.

For the 2025 report, The Irish Times used a snapshot date of 1st June to report its Gender Pay Gap Information. The reference period is the previous 12 months.

Previous reports used a date of the 28th June since the first report for June 2022.

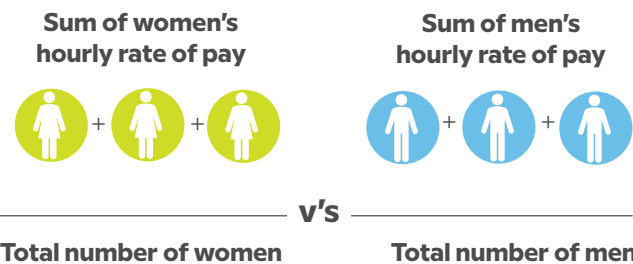
Distinguishing between median and mean

Median Calculation



The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

Mean Calculation



























The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees.

The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

WHAT IS OUR GENDER PAY GAP SHOWING?

GENDER PAY GAP REPORTING

		2025	2024	
Mean Hourly Pay		-1.44%	0.91%	
Median Hourly Pay		4.9%	2.87%	
PT Mean Hourly Pay		-96.65%	-131.98%	
PT Median Hourly Pay		-92.22%	-117.83%	
Mean Temp Pay		-18.96%	-5.16%	
Median Temp Pay		-17.61%	-8.63%	
Mean Bonus Pay		-33.00%	-118.73%	
Median Bonus Pay		0%	0%	
The percentage of male & female staff receiving bonus		96.15%	93.94%	
		95.48%	95.82%	
The percentage of male & female staff receiving BIK		3.08%	5.30%	
		3.87%	3.08%	

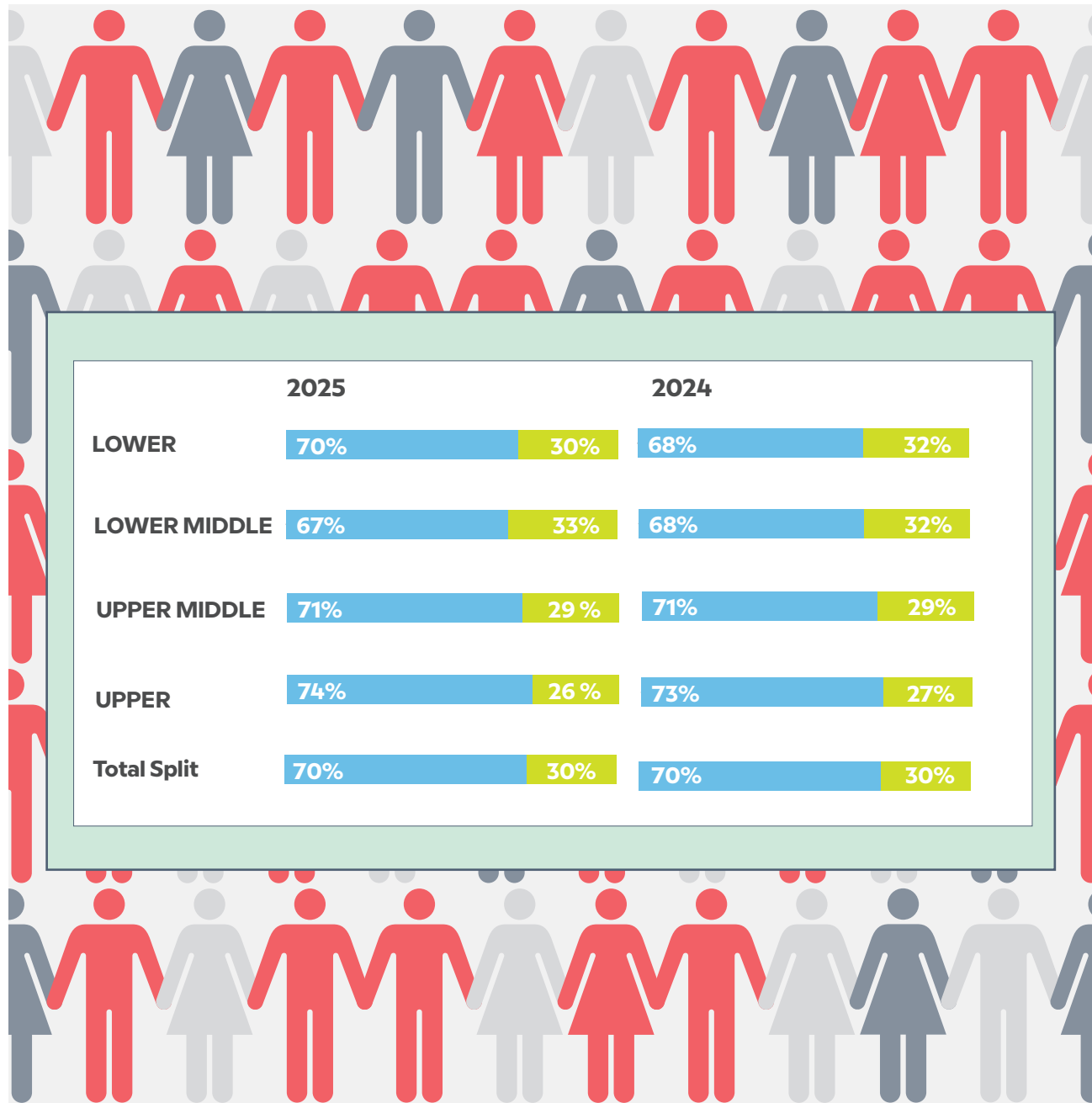
The Mean Gender Pay Gap has improved in favour of women to -1.4% compared to 0.91% in 2024. This means that, on average, women are paid 1.4% more than men. However, the median pay gap shows a worsening to +4.9% from +2.87% in 2024. The fluctuations are mainly due to the timing impacts of leavers and joiners.

The continued high variance in favour of female employees with part-time salaries, both mean and median, indicates a sustained positive impact of flexible working policies for women in senior positions.

DISTRIBUTION OF GENDER ACROSS PAY QUARTILES

The percentage of men at a senior level in the organisation increased slightly in 2025 and there was a small increase in women in the lower middle quartile.

The overall gender split in the company remains at 70% male and 30% female. This reflects that the print, engineering and distribution workforces are dominated by men, employed at The Irish Times on behalf of the entire group.





CHAMPIONING INCLUSIVE BUSINESSES

The Irish Times Group's Equality, Diversity and Inclusion agenda continued to focus on supporting women at work, by improving working conditions, enhancing policies and promoting inclusive recruitment. We believe that this creates a positive environment where women want to work and feel valued.

Activities over the last year included:

- The launch of the group's first Menopause in the Workplace Policy. Training was held for line managers to help manage menopause in the workplace, followed by a general staff briefing session for menopause education, in partnership with the Menopause Hub.
- Improvements were made to our leave policies, including a supportive leave policy for parents managing through miscarriage and the introduction of a Fertility Leave Policy with paid time off for medical appointments.
- International Women's Day event for staff, focusing on inspirational female leadership.
- Establishing a partnership with Career Returners and Back to Work Connect, to promote jobs to women returning to work after career breaks
- Strengthening succession planning to support women into leadership positions.



ACTION PLAN: CLOSING THE GENDER PAY GAP

We recognise that closing the gender pay gap requires sustained effort and meaningful change. At The Irish Times, we are taking proactive steps to ensure that all employees, regardless of gender, have equal access to opportunities, development, and reward. In 2023 we set our objectives to:

- Reduce the overall gender pay gap at The Irish Times every year.
- Within 5 years, aim to achieve a 50:50 gender balance in the top half of the organisation.
- By 2027 be within 5% of eliminating our Gender Pay Gap.

In 2025 we have excelled in our aim to eliminate the Gender Pay Gap in The Irish Times and have achieved our third aim in advance of the 2027 target. We need to continue to work towards a better gender balance in our organisation.

The action plan focuses on four key areas:

1. Inclusive Recruitment
2. Championing Diverse Talent
3. Education and Accountability
3. Pay and Reward Transparency

