

HEDGESERV

Gender Pay Gap Report 2025

NOVEMBER 2025

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01

Our Core Values

Diversity, Equity, Inclusion and Belonging form a key part of HedgeServ's core values which create a sense of shared purpose and belonging. We believe all employees should be fairly and equitably paid in line with their role.

HedgeServ's diversity and inclusion efforts are designed so that we can all work together in a place where our contributions are valued, and our voices heard. HedgeServ aims to ensure everyone is valued and treated with respect.

In line with the Gender Pay Gap Information Act 2021 HedgeServ Ireland's mean gender pay gap for 2025 is 9.3%.

Initiatives to narrow the gender pay gap have been implemented. We continue to build on these while introducing additional measures to further support gender inclusion.



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Ongoing Efforts

A significant focus has been placed on the below items over the past number of years, and we will continue to review our internal processes with a focus on gender diversity, to further enhance and develop the below:



Ongoing review of our job descriptions to ensure they promote inclusion and diversity and are gender neutral.



Continue to strive to include female interviewers in all interview panels.



Review our processes in relation to the support provided to employees returning from long-term leave, such as maternity leave, to ensure we are providing returning employees with adequate support to facilitate a smooth reintegration into their team and the company and to provide the assistance they need.



Ongoing training in the area of Diversity, Equity, Inclusion and Belonging for all employees.



Enhanced learning and development opportunities, specifically in the area of women in leadership workshops and seminars.



Ongoing wellness programs with specific topics to support our female employees.



The HedgeServ innovative council gives all employees the opportunity to suggest new ideas and initiatives that can positively impact our organization.



Implementation of the Competency Profile giving transparency to the skills and behaviours required for career development.



A robust L&D training programme for employees to create a bespoke development plan to develop their competencies.



The competencies are incorporated into our annual performance management process.

There is a continued focus on the above. In addition, the items in the next pages have been implemented over the past year and we will continue to assess their effectiveness to ensure an ongoing focus on diversity and inclusion and a sustained increase in female leadership.

03

Our Initiatives

Company Policies

We have introduced a Menopause Policy to assist in creating an open and menopause friendly workplace where managers and those experiencing menopause feel comfortable discussing any associated issues. The purpose of this policy also serves to ensure that employees are aware of the supports and resources that are available to them.

We also introduced a Fertility Policy outlining the support that is available for employees from both the Company as well as the Company's health insurance provider. This includes fertility cost refunds, fertility counselling, the Employee Assistance Programme, as well as access to HedgeServ's Mental Health First Responders.



Leadership Development

HedgeServ is committed to creating strong internal progression and career paths for all employees. However, our female population is underrepresented at senior leadership level compared with the male representation. We have a higher percentage of male employees in senior leadership roles, 34% female compared with 66% male.

Therefore, in 2025, we further focused on supporting the career development and internal progression of our female cohort. We extended our leadership programs with a number of female specific leadership development training programs.

We continued to offer access for all employees to a Women in Leadership series, which was initially rolled out in 2024. This extensive program includes 11 different modules for employees to either attend virtually or watch on demand.

This enhances the tools already in place which include internal training workshops, on demand training courses, and leadership profile tools. This also promotes more effective collaboration through recognizing different styles and approaches to leadership.





Return to Work Programme

During 2025, we progressed with reviewing our processes in relation to the support provided to employees returning from long-term leave, such as maternity leave.

We requested and received employee feedback from relevant employees and this feedback will form the basis for further initiatives, supports and resources that we can offer in the future.

Family Leave Enhancements

At the beginning of 2025, we enhanced the compensation benefit available for female employees during family leave, reinforcing our commitment to diversity and inclusion and enhancing the support that is offered for parents.



Wellness

During 2025, female health and wellbeing was a specific area of continued focus. We worked with external wellbeing experts to provide tools and supports to female employees.

We had a number of guest speaker events on female related topics including fertility and menopause. For International Women's Day, we had guest speakers on topics including gender equality, empowerment, and support.

We also offered an e-learning module on maternal wellbeing and provided access to resources on gender equality and workplace inclusion.

Hybrid Working Model

Recognizing the positive impact our hybrid working model has for our employees and in particular our female employees, we continue to offer flexibility through our hybrid working model. In consultation with their manager, employees can elect their preferred working model i.e. to work from home or from the office or a combination of both.

This gives greater work life balance for our employees and further promotes diversity within our workforce. We plan to continue to offer this model to our employees as research demonstrates this can help shrink the gender pay gap.

Flexible Working Arrangements

We continue to promote work-life balance and flexibility for our employees at all levels and extended our flexible working arrangements during 2025.



Mentorship Program

Our Mentorship Program has proven very successful, with employees having the opportunity to be mentored by our senior leaders within HedgeServ. They share their knowledge, skills, and experience with more junior employees to develop strong career paths and foster a culture of development and support. This is a voluntary program that is open to all HedgeServ employees.

We have and will continue to enhance this program further by proactively offering employees returning to work from extended periods of leave a dedicated mentor.



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Learning & Development

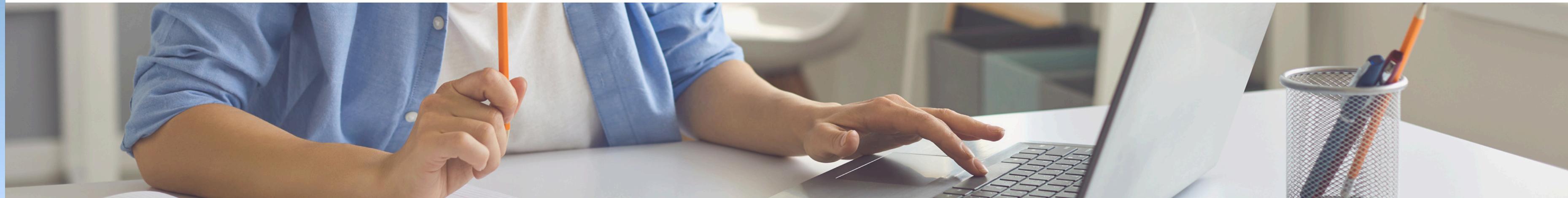
We have a comprehensive menu of **L&D programs** for our employees which supports a positive, collaborative, and inclusive working environment. We have created a robust catalogue of learning supports including, instructor and SME led courses and workshops, on demand and micro learning modules, and other resources, to complement our industry leading training programs.

Employees complete mandatory online training in the areas of **diversity and inclusion and unconscious bias** on an ongoing basis.

Our trained internal facilitators continue to create Diversity, Equity, Inclusion, and Belonging training for employees with a focus on inclusivity. The training focuses on many factors including different communication styles which can potentially positively impact gender inclusion.

All interviewers undergo **interview skills training** before commencing interviewing to ensure an inclusive process. Interviewing managers complete training online and attend interactive workshops, each with an in-depth focus on unconscious bias and diversity and inclusion.

Our Learning and Development offering continues to provide an opportunity for female employees to attend **women in leadership training programs**. We are also providing additional opportunities for employees to attend workshops and seminars on a range of leadership topics through external providers.



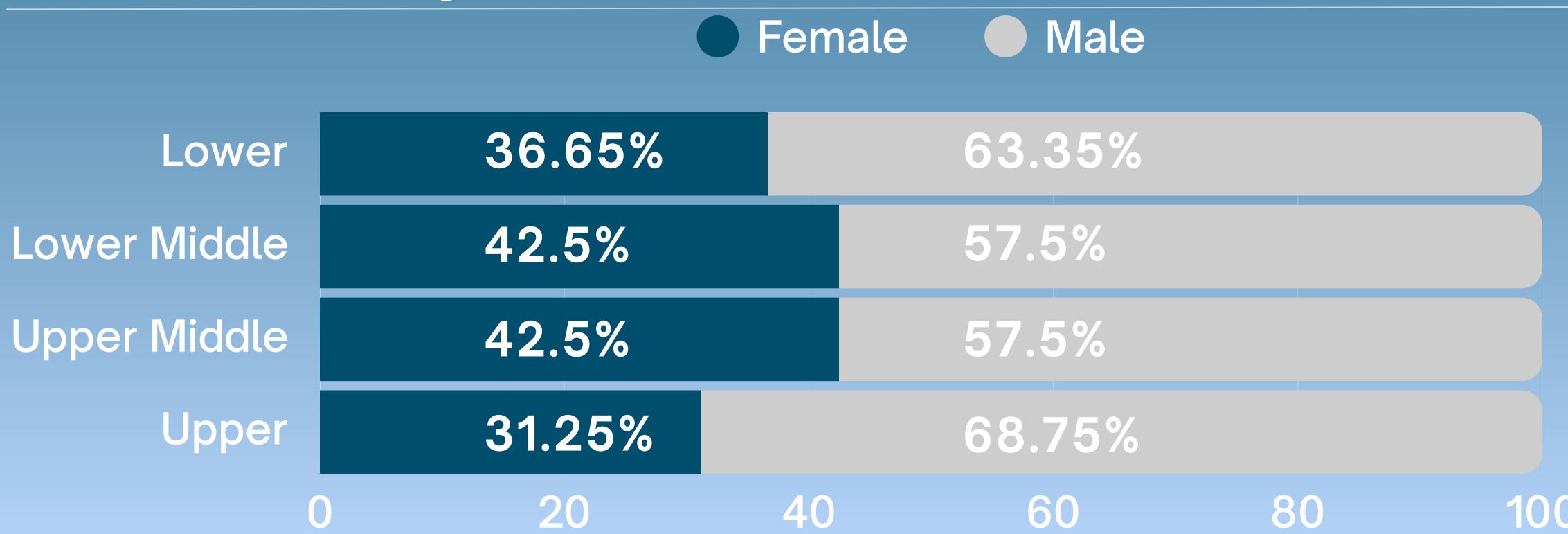
HedgeServ Ireland Gender Pay Gap Figures - 2025

Snapshot date: 30 June 2025

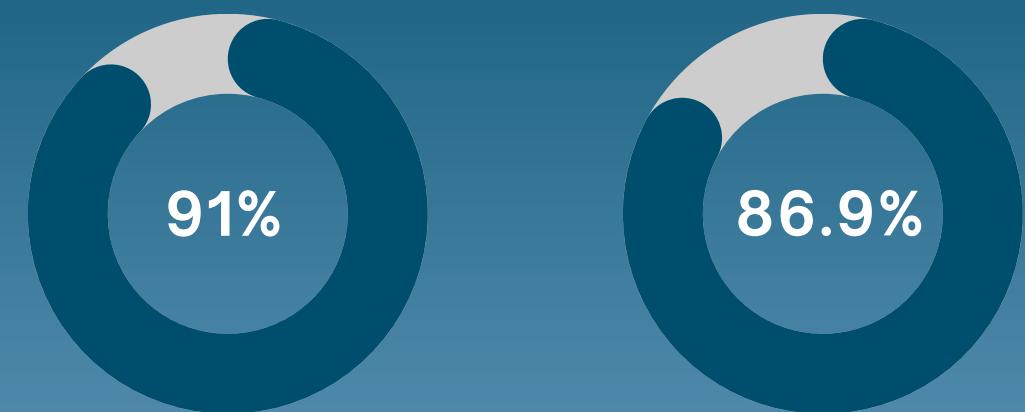
Gender Pay Gap

	All Employees	Part-time	Temporary	Bonus
Mean	9.3%	36.2%	0.0%	13.9%
Median	2.8%	37.7%	0.0%	12.4%

Remuneration Quartiles



Proportion receiving bonus remuneration



Proportion receiving a benefit in kind

