

GENDER PAY GAP SUMMARY 2022

INTRODUCTION

We are pleased to share Arlington Novas Ireland's first Gender Pay Gap Report.

The gender pay gap is the difference in the average hourly wage of men and women across a workforce. The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics. Organisations with over 250 employees are being asked to report on their Gender Pay Gap for the first time in 2022.

This report uses a snapshot date of 30th June 2022. Our overall mean gender pay gap is 3.64%. Analysis of this pay gap shows that this is largely driven by more male members of the Senior Management Team at the time of the snapshot.

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