



8 West Consulting

GENDER PAY GAP

REPORT

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INTRODUCTION TO GENDER PAY GAP

The European Commission's Gender Equality Strategy 2020–2025 prioritises equal access to the economy for both women and men. A key objective is closing gender gaps in the labour market and promoting equal opportunities.

Aligned to this objective, the Gender Pay Gap Information Act 2021 and its related statutory instruments requires Irish employers to report on their gender pay gaps, grounded in transparency, accountability, and progress on workplace gender equality.



GPG IN CONTEXT KEY STATISTICS

**Sources: Central Statistics Office (CSO), Eurostat, Corporate published reports, World Economic Forum*

IRELAND'S GENDER PAY GAP (CSO 2022)	9.6%
EU AVERAGE GENDER PAY GAP (EUROSTAT 2023)	12%
IT CONSULTING SECTOR REPORTS (2024)	13.3%
GLOBAL GENDER PAY GAP (WORLD ECONOMIC FORUM 2024)	31.5%
8 WEST CONSULTING GENDER PAY GAP (2025 GENDER PAY GAP)	12.4%

GENDER PAY GAP EXPLAINED

Definition

The Gender Pay Gap (GPG) represents the difference in the average hourly wage of men and women across the entire workforce.

It's important to note that a gender pay gap does not mean unequal pay for equal work. The right to equal pay for equal work in Ireland is already protected under the Employment Equality Acts 1998–2015, the gender pay gap typically reflects differences in how men and women are represented across various roles and levels within an organisation.

GPG reports seek to identify themes or patterns that influence high gender pay gaps and seeks to address those through targeted initiatives.

Key Factors

- The mean GPG, is found by finding the average hourly pay of all men and the average of all women and expressing the difference as a percentage.
- The median GPG is found by comparing the middle-paid women's hourly pay with the middle-paid man and expressing the difference as a percentage.
- A positive Gender Pay Gap means women earn less than men on average.
- A negative Gap means men earn less than women on average.
- The legislation requires that only male and female genders are reported, so non-binary employees are omitted for the purpose of GPG reporting.

COMPANY STATEMENT



From Our Management Team

We are pleased to present 8 West Consulting's 2025 Gender Pay Gap Report, prepared in full compliance with the Gender Pay Gap Information Act 2021. 8 West is a leading provider of IT technical solutions and business consultancy. We are proud of our team who provide high quality services and solutions to all our clients.

As a firm operating within the IT services and consultancy sector, we recognise the importance of transparency, accountability, and fairness in every aspect of our business. This includes how we recruit, reward, and develop our people creating a working environment underpinned by the principle of equal pay and in which they can thrive.

While the requirement to publish gender pay data is a statutory obligation for employers with 50 or more employees, we view this exercise as much more than compliance it is an opportunity to assess our progress, challenge ourselves to do better, and demonstrate our ongoing commitment to building a diverse, equitable, and inclusive workplace.



REFLECTING ON OUR 2025 RESULTS

8 West Consulting's Gender Pay Gap 2025 Report is based on a reference period between 1st July 2024 – 30th June 2025. On the snapshot date of 30th June 2025, there were a total of:



108
PEOPLE EMPLOYED
(30 female; 78 male)



8
PART-TIME PEOPLE
EMPLOYED



0
TEMPORARY PEOPLE
EMPLOYED



INDUSTRY CONTEXT Reflecting on Our 2025 Results

Ireland's IT services sector is a major global player, characterized by a large multinational presence and a vibrant start up and medium sized enterprise cohort. The sector employees over 106,000 people and focusses on service areas including IT outsourcing, cloud services, IT technical solutions and architecture, and software development. It is a vital part of the Irish economy, contributing a substantial portion of corporation tax revenue and total exports, with a highly skilled workforce driving its growth.

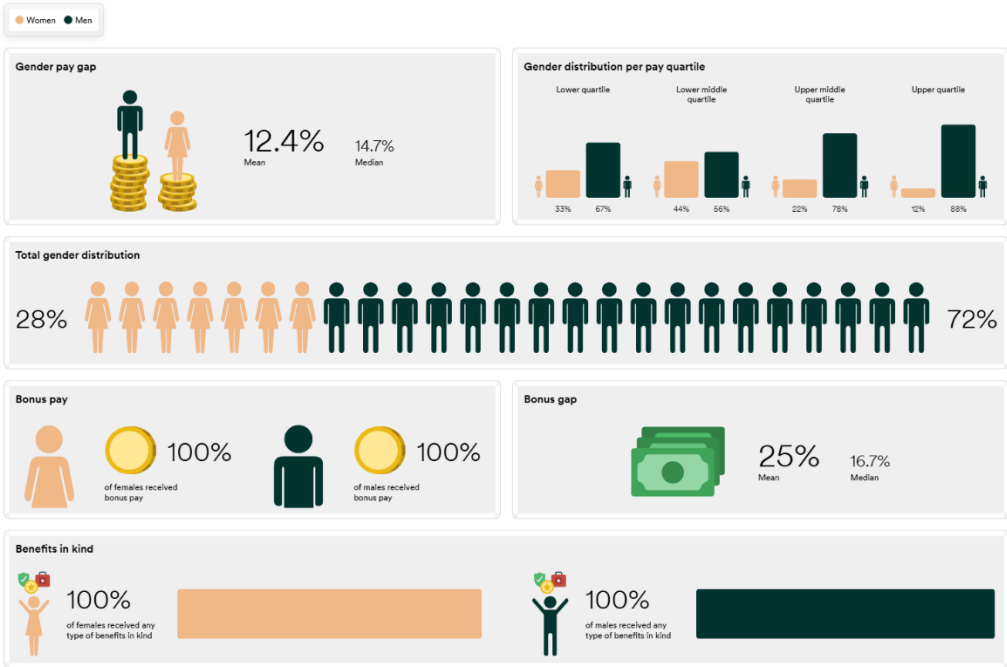
The sector is heavily concentrated around Dublin, with major tech companies establishing a strong presence and demand for talented employees in a range of

roles including administrative and support positions, IT engineers and developers, consultants and leadership. Entry level and more junior level roles are generally lower paid compared to senior professional or leadership roles that tend to be occupied by men.

In addition, recruitment challenges are exacerbated by lower levels of female participation in key STEM subjects in third level education in Ireland. These occupational patterns result in a higher overall average pay gap than is found in the economy as a whole reflecting differences in role types rather than the value of the work performed.

OUR GENDER PAY GAP RESULTS 2025

Metrics Reporting



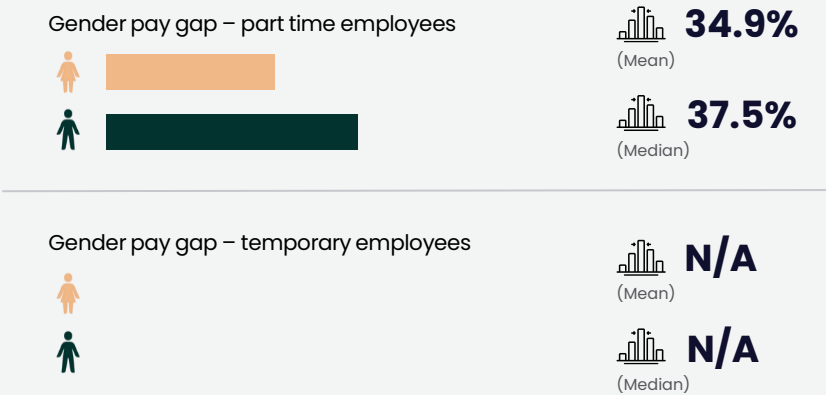
The mean GPG at 12.4% is driven by the gender balance in the company and the underrepresentation of women in higher level roles.

We continue to adopt policies and practices in the business to address this gap.

The bonus gap is at a similar level and is mainly a function of the gender balance across key roles.



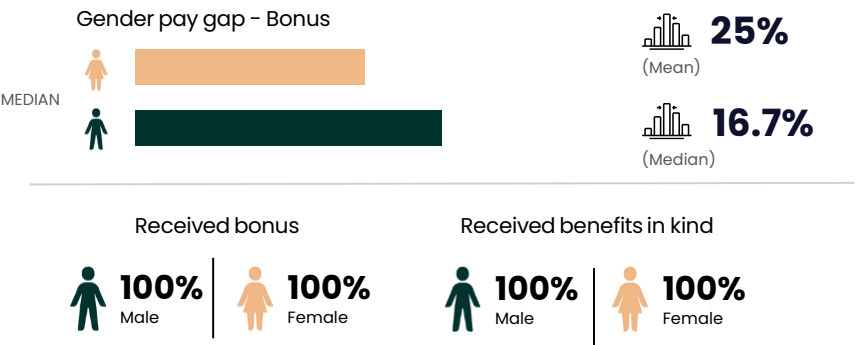
GENDER PAY GAP



The results show that pay levels for part time employees are on average, also favourable to male colleagues. We note that there were a small number of part time employees at the snapshot date.

These results are provided for compliance purposes. At the snapshot date no temporary employees were employed.

GENDER BONUS & BIK PAY GAP

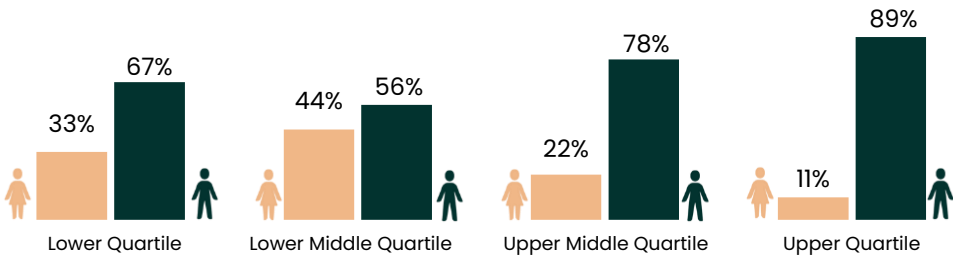


Almost all staff reviewed a bonus in the reference period irrespective of gender.

The underrepresentation of women in lead project and development roles as well as in senior leadership roles has contributed significantly to our bonus pay gap.

QUARTILE DISTRIBUTION

Gender distribution per pay quartile



The total gender distribution is 28% female and 72% male across the organisation. There is a significant level of underrepresentation of women in the roles falling into the Upper Middle and Upper Quartiles.

WHAT THIS MEANS

► Key Findings

The results of our first Gender pay gap results for 2025 show a mean gender pay gap of 12.4% and a median gender pay gap of 15.3%. We believe that we are performing well within the Gender Pay Gap range in our sector.

All our employees received a bonus in the relevant snapshot period. However, the Bonus Pay Gap is 25% and we note that further action will be required to address this over time.

► Understanding the Gap

In common with much of our sector, women are less likely to study the key STEM subjects in third level education and there is a much small pool of women candidates for technical, project management and developer roles for us to draw on when recruiting.

client management roles, and technical roles carry both higher salary increments and an opportunity to earn higher bonus payments. These roles are more likely at the current time to be undertaken by men than women.

The more senior project director roles, along with project manager roles,



PLANNED INITIATIVES FOR 2026

We take our obligations under the Gender Pay Gap Information Act 2021 seriously. This report has been prepared in full compliance with these statutory requirements, reflecting both our transparency and our broader corporate responsibility to employees, investors, and the wider community. While legislation mandates reporting, we view it as a strategic opportunity to hold ourselves accountable and to contribute positively to the industry-wide conversation about representation, inclusion, and equity in Ireland's IT services sector.

Recruitment

Continue to adapt our recruitment practices when vacancies arise to ensure that we reach out to a diverse of candidates and that our managers are well versed in recruitment best practice.

Industry Fora

We will work within the Tech community and beyond to advocate for and enhance the profile of IT as a rewarding career for women in Ireland.

Pay Transparency

We will continue preparations for Pay Transparency by implementing a pay equity audit with remediation to react to any potential disparities.

Community and Partnerships

Reach out to the local community, schools, colleges and other partner organization to drive up awareness of the value of STEM subjects and the rewarding careers that are available at 8 West and in the wider sector.

Learning & Career Development

Link our internal learning activities to clear career pathways and the opening up of career opportunities to all our staff irrespective of gender.



Ireland's comprehensive 2025 Gender Pay Gap Report showcases the company's commitment to addressing gender imbalances in the workplace.



By transparently sharing their results and planned initiatives, the organisation demonstrates its dedication to fostering a more equitable and inclusive work environment.



The report serves as a valuable resource for stakeholders, employees, and industry peers, showcasing Ireland's leadership in promoting gender equality and driving meaningful change.

STATUTORY REPORTING GENDER PAY GAP METRICS

1. Mean hourly gender pay gap (all)	12.4%
2. Mean hourly gender pay gap (part-time)	34.9%
3. Mean hourly gender pay gap (temporary)	N/A
4. Median hourly gender pay gap (all)	15.3%
5. Median hourly gender pay gap (part-time)	37.5%
6. Median hourly gender pay gap (temporary)	N/A
7. Mean hourly performance related bonus gender pay gap (all)	25%
8. Median hourly performance related bonus gender pay gap (all)	16.7%
9. Percentage of employees per gender to receive a performance related bonus remuneration	(F) 100%
	(M) 99%
10. Percentage of employees per gender to receive benefit-in-kind	(F) 100%
	(M) 100%
11. Percentage of employees within lower remuneration quartile	(F) 33%
	(M) 67%
12. Percentage of employees within lower middle remuneration quartile	(F) 44%
	(M) 56%
13. Percentage of employees within upper middle remuneration quartile	(F) 22%
	(M) 78%
14. Percentage of employees within upper remuneration quartile	(F) 11%
	(M) 89%

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