

2025

Ireland Gender Pay Gap Report

Sage

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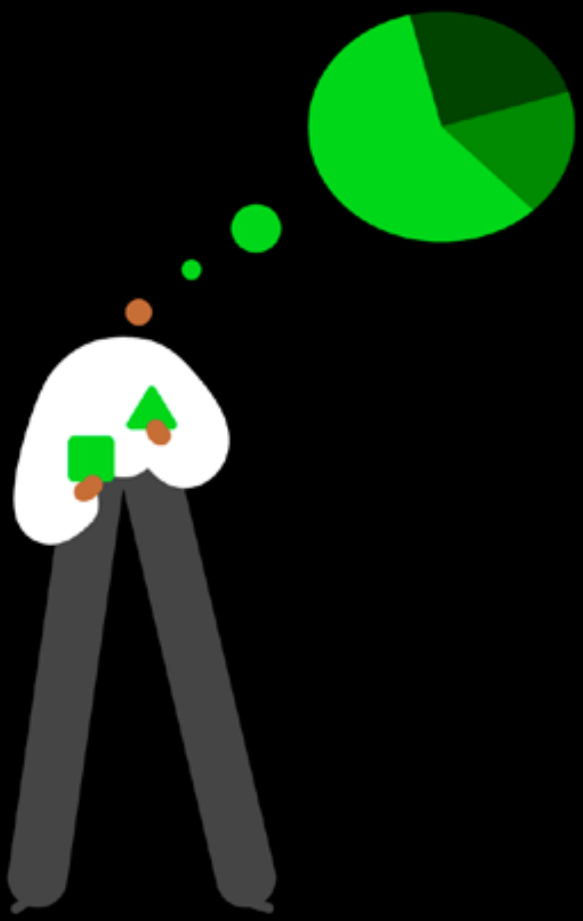


2025 headlines

From 2025, Ireland gender pay gap regulations require employers with 50 or more employees to report on their gender pay gap.

This means that Sage Hibernia Ltd is now in scope for the first time and our chosen snapshot date was 30 June 2025.

The gender pay gap regulations require us to report on our gender pay gap between women and men only so the data in this report is based on sex assigned at birth. We acknowledge that this approach may not accurately reflect all colleagues' lived experiences, and we remain a culture committed to welcoming colleagues of all gender identities and expressions.



Mean pay gap

3.98%

Median pay gap

5.51%

Mean bonus gap

-15.77%

Median bonus gap

-16.01%



"I confirm that the information included in this report is accurate and meets the requirements of the Employment Equality Act 1998 (section 20A) (Gender Pay Gap Information) Regulations 2022."

Aoife Fitzmaurice
Head of People UKIA

Pay gap data

Our mean gender pay gap is primarily driven by having more men than women in senior roles. This is supported by our quartile data, which shows that fewer women are in higher paying roles, especially in the upper middle quartile.

Mean pay gap

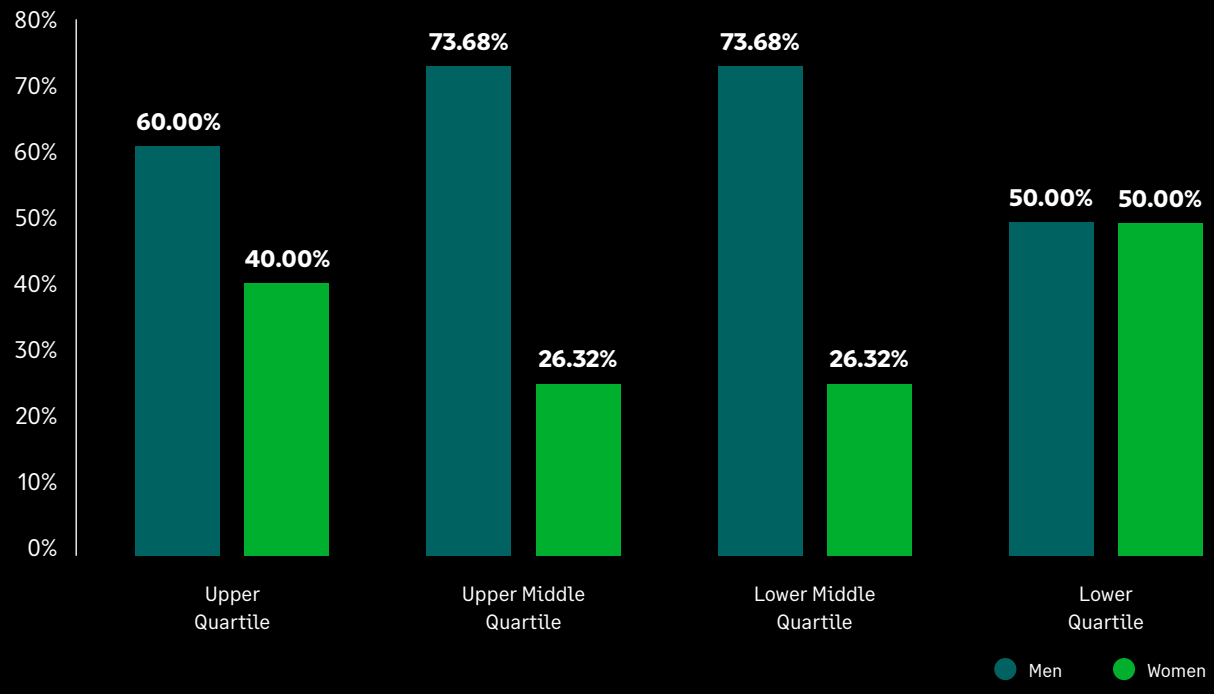
3.98%

Median pay gap

5.51%

Quartiles are calculated by ranking pay for all colleagues from lowest to highest and then splitting into four equally sized groups, showing the percentage of women and men in each group to understand gender representation across the organisation.

We have no temporary colleagues so we cannot report gender pay data for temporary colleagues. We do not have enough part time colleagues to provide gender pay gap data for part time colleagues.



While calculating our quartile data for this year, we identified a calculation error for our 2025 quartile data for the upper middle quartile for women and lower middle quartile for men.
We have corrected these figures and this report now shows the Upper Middle Quartile for women as 26.32% and the Lower Middle Quartile for men as 73.68%.

Bonus gap data and benefit in kind data

Negative mean and median bonus gaps show that women are receiving higher bonuses than men even though there are fewer women in senior roles.

Mean bonus gap

-15.77%

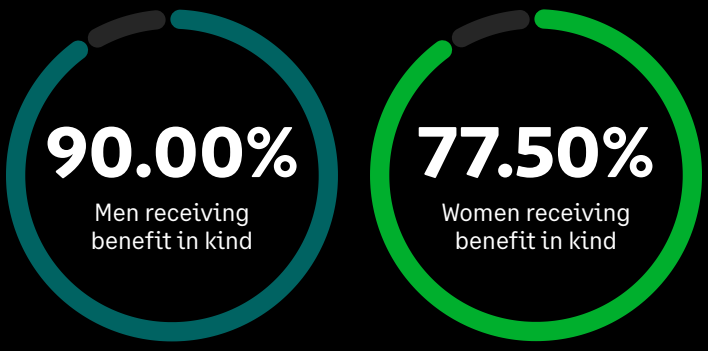
Median bonus gap

-16.01%

Proportion of colleagues who received bonus pay



Proportion of colleagues who received benefit in kind



Closing the gap

Throughout FY25 we have focussed on removing the barriers women experience during hiring stages and their career progression experiences.

Building diverse teams

Global gender goal
Our FY25 goal was for 50% of our leadership teams to be gender diverse. Our definition of gender diverse is that each team has no more 60% of any gender, including women, men, or non-binary people, from Board to Executive Leadership Team and four further levels of leadership. Executive Leadership Team members now receive monthly progress updates to empower them to proactively take action to improve gender diversity.

This year 40% of our leadership teams are meeting our goal. Although we did not reach our annual leadership diversity goal, 41.57% of our global hires were women this year, getting us closer to the aim of a more gender-diverse workforce.

Pathways Program
Pathways is our global initiative which helps people, including working parents, change careers or start their careers through offering different opportunities like permanent roles, internships, apprenticeships, and graduate positions.
In 2025, we have made 31 new hires through Pathways.



Equity and wellbeing by design

Professional development programs
In 2023 and 2024 our UK and Ireland Finance function ran the 'Accelerate in Finance' program with the aim of improving leadership gender balance. The program was designed to develop skills, build confidence and provide growth opportunities, with several participants successfully applying for new roles and promotions.

This successful initiative was used by our UK and Ireland Product function as the basis for their 'Thrive in Product' pilot for cisgender women, transgender women and non-binary colleagues. This offered sixteen colleagues a structured framework for development, with targeted workshops on product topics, strategy & leadership and networking.

Parental returners program
We reviewed our returners program for colleagues going on or coming back from parental leave. We asked colleagues to share their experiences and suggestions for making the return process better, with many colleagues wanting resources and content that was easy to access and available on demand. We delivered an online hub with support resources and guidance on policy, process and benefits for returning colleagues and their managers.

Sponsorship pilot
This year we rolled out two sponsorship pilots, one in South Africa as the next phase of our Developing Women Leadership program and one in UK and Ireland Product as part of the Thrive in Product pilot. Thirty-three colleagues and twenty-seven leaders are participating, with leaders advocating for the professional development of the colleagues they were matched with.

Creating an inclusive culture

Creating an inclusive culture
We want to ensure that we're building an environment that people of all genders want to join and stay. This year we have been prioritising wellbeing support and flexible working as a means to do that.

Menopause support
Alongside our Menopause Procedure, which we launched in 2022, we have a UK and Ireland Menopause Community which meets every quarter and provides peer to peer support for colleagues, with thirty-three colleagues meeting virtually last quarter. We have also held wellbeing sessions focused on menopause support available through our Employee Assistance Programme and Cleo, the family and caregiving app which we provide free to all colleagues.

Carers support
Our UK and Ireland Family Network, our Employee Resource Group focused on families, expanded their remit in 2025 to include carers. Since relaunching the UK and Ireland Family & Carers Network, we have added new content to our internal hub, offering colleagues wellbeing resources and guidance for managers supporting team members with caring responsibilities.

Flexible working
We continue to have a hybrid first approach to flexible working, with colleagues attending the office three days each week. This approach allows our colleagues to blend valuable face to face collaboration alongside solo and virtual working. We also offer colleagues the option to Work Away, which provides them with the opportunity to work remotely from a different approved location, either in the same country or abroad, for up to 10 calendar weeks each year.



Further actions

We recognise that a core driver of our gender pay gap is the underrepresentation of women in the middle quartiles. Our key priorities for the next year are:

Continued focus on building gender diverse teams
We will continue to build deeper understanding of the reason for this goal with our mid-level managers, build more anti-bias interventions into our hiring stages and provide easy access to educational materials to support leaders at all colleague journey touchpoints.

Parental returners program
We will continue to work with our colleagues to build out our returners program, ensuring they have the support and resources they need before, during and after their return from new parent leave or parental leave to ensure they feel valued and cared for throughout the process.

Sponsorship programs
We will use the learnings from colleagues and sponsors' feedback from the pilots to improve and refine the program design. We will also focus on how we can scale our sponsorship program by implementing the program into Talent Marketplace, our internal talent mobility tool.

Pathways Program
We will continue to evolve our programs and grow the number of business areas that use Pathways as a recruitment channel. We will also explore ways we might scale up a strategic approach to recruit service leavers and veterans.

FAQ

What is the gender pay gap?
The gender pay gap is the difference between the average hourly earnings for men and women in an organisation, regardless of their roles. In Ireland, any employer with 50 or more employees is required to report on their gender pay gap data.

What's the difference between gender pay gap and equal pay gap?
The gender pay gap is not the same as equal pay. Equal pay is the right for women and men to be paid the same for like work or work of equal value. Even when pay is equal, there may still be a gender pay gap. For example, in cases where there are more men than women in senior positions, causing more men to be receiving higher pay than women and thus skewing the averages.

How is the gender pay gap calculated?
We calculate the gender pay gap using the **methodology provided by the government.**

What is the mean?
The mean - or average - is calculated by adding up salaries paid to colleagues in each group and dividing that sum by the number of colleagues in that group.

What is the median?
The median pay gap is calculated by listing the wages for all colleagues - from highest to lowest - and comparing the number that sits in the middle for each. The difference in pay between those two individuals is the median pay gap figure.

What is a benefit in kind?
A benefit in kind is a non-cash benefit provided by an employer that has a monetary value.

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